

Ravindra P. Joshi

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Talent Sourcer, ABB Limited		(Aug. 2023 – Present)	
<ul style="list-style-type: none">Managing Engineering (IT Hiring) and Non-Engineering hiring, from identifying potential resource till offer negotiation and onboarding.Expertise R&D, Information Security (IS) and Process Automation hirings for ABB Global Business Service (GBS) division.Managed 300+ hirings along with diversity ratio of 30-35 percent annually with ABB.Apart from IT hirings, successfully managed engineering hiring for Low Voltage (LV) / High Voltage (HV) /Medium Voltage (MV), Motors, Switchgear and Motion business.Actively involved in Diversity inclusion (D&I), Employer Branding, helping to promote gender diversity in the system and educating about Unconscious Bias.Activity involved in succession planning, Competency mapping, Employer branding, Internal Mobility, referral program with the Talent management leader.Partnering with 25+ stakeholders including business lead, Country head and Global Managers (from Europe & India) on monthly basis for offer closures with average of 8 offer per month for niche skills.			
Talent Acquisition Partner, Nuance- Now Microsoft		(Nov. 2021 – Jul. 2023)	
<ul style="list-style-type: none">Managed Engineering (IT Hiring) and Non-Engineering hiring for Healthcare and Enterprise division for PAN India locations.As a part of bulk hiring, successfully onboarded more than 700+ candidates for Medical Scribe business via Nuance Careers site, Naukri portal, LinkedIn Recruiter, employee referral and college campus.Partnering with various colleges for hiring early talent. Managing the skill assessment campaign in colleges to assess top talents and inviting them for further discussion with the hiring team.As a part of lateral hiring, hired average of 4 to 5 candidates for Enterprise business (SaaS based product DAX) with respect to Software Developers, Product Support Engineers, Business Analyst, Product Owner, etc.Managed stakeholders from different geography and collaborating for Kick-Off meeting and understanding the business urgency.Generating Talent Inside report via LinkedIn Recruiter to help the hiring manager to understand the current market competition and the quality of resource present.			
Officer- HR, Specialty Poly films		(Aug. 2020 – Oct. 2021)	
<ul style="list-style-type: none">Managed Talent Acquisition vertical single handed for India and US region.Partnering with various stakeholders from India and US for numerous roles starting from fresher hiring till leadership level.Worked very closely with the business leaders and Director level members to understand the business need in the near future.Handled campus recruitment from India’s premium institutes- IIM’s, KJ Somaiya and NMIMSEnhanced diversity rate from 9 percent to 32 percent within less than 10 months.Participated in various audits- BRCGS, ISO and SA 8000.			
Associate Recruiter, Idyllic Service		(Dec. 2018 – Aug. 2020)	
<ul style="list-style-type: none">As a part of Consultancy recruitment, managed Non-Technical, IT and Sales hiring.Understanding the requirements from the core start-up clients and preparing the job description and publishing it on various channels.Managing the clients from across India and providing potential candidates			
EDUCATION			
M.B.A	B.A.M.U	64.7%	2017-2019
B.COM	B.A.M.U	64.4%	2016-17
XII Board	Maharashtra State Board	71%	2013-2014
X Board	Saint Xavier’s High School	61%	2012
ATS Used: Workday, Success Factor, AskHR, iCIMS.			

