**15 Years of Experience as a Strategic Talent Acquisition Business Leader / Senior Talent Acquisition / Recruitment Architect/ Global Recruitment/ Strategic Recruitment Leader**

**PROFESSIONAL SUMMARY:**

* Heading Talent Acquisition Function by developing effective and flexible resourcing strategies to meet the evolving business needs across regions.
* Providing strategic direction for Leadership Team & Inspirational leadership for Recruitment Team and develop consistently high performing Recruiters to ensure delivery.
* Strategic Planning / Employment Branding / Candidate Relationship Management / Metrics & Analytics.
* Have experience working with **Top Product Companies in the Globe**.
* Expert in **Product Engineering Hiring**.
* Expert in **X-ray search** & **GitHub and stack overflow hiring**.
* Leadership Hiring / **Campus Hiring** / **Bulk Hiring** / **Volume Hiring** / **Niche Skill Hiring**.
* Salary Bench Marking / Talent Mapping / Market Analysis / Employer Branding / Employee Referral Program.
* Social Media Hiring (**LinkedIn**, **Facebook**, **Twitter** etc).
* Recruitment through channels like **Search firms**, **Referrals**, **Social Media**, **Job boards** and Print ads.

**Experience in recruiting candidates from**

* Software **Product Development**
* Social Media Hiring (**Facebook**, **LinkedIn &** **Twitter**)
* **X-ray search** & **GitHub and stack overflow hiring**
* **Bulk Hiring**, **Campus Recruitment**, **off- Campus Hiring**
* Levels – **Campus Hiring** to **Senior Management** / **Leadership Hiring**.

**Core Competencies**

* A **strategic planner**, creative thinker, problem solver, and decision maker.
* Ability to prioritize and multi-task, Strong interpersonal and organizational communication skills.
* Proven track record of successful implementation of talent attraction strategies.
* Strong cultural awareness and experience of working in a multinational environment.
* Experience in working under tight timelines, in a target driven and high pressure environment.
* "Can Do" attitude combined with an ambitious work-ethic.
* Handle End-to-End Recruitment / **Good Headhunting skills** / **Market intelligence**.
* Requirement Forecast / Plan for **Recruitment drive** / **Campus Recruitment** / **Job Fair**.
* Job Description Writing, Job Posting, Screening and Short-Listing.

**Education Qualification:**

* Bachelor of Engineering- Madras University, 2004.
* PGDM – HR, 2020

**Professional Experience:**

**Sensiple Software Solutions - (Product Development Company) June 2016 – Till Date**

**Senior Manager, Talent Acquisition**

**Responsibilities:**

* As a Talent Acquisition Leader at **Sensiple** India, responsible in driving the India talent strategy and University program to hire top talent to Sensiple’s product innovation unit & Services.
* Playing a key advisory role on all talent acquisition strategies.
* Instrumental in Ramping up the **Botomation Engineering BU.**
* Responsible for team management, designing of recruitment strategies, sourcing, co-ordinations, back ground investigations, on-boarding and fulfillment.
* Head hiring for **IOT**/ **Artificial Intelligence**/ **Machine Learning**/ NLP (**Natural Language Processing**)
* Currently managing a big division of Sensiple for end-to-end recruitment for full time hires and contingent labors.
* Successful in meeting talent demand and supply with the help of my vast professional network, associate relations, referrals, various job boards and staffing vendors across various verticals and horizontals.
* Successful in meeting SLAs, budgets, deadlines and targets.
* Seasoned recruitment in **Capital Market** Domain.
* Lead **Campus** recruitment.
* Have good coordination experience between onsite and offshore teams and consultants and meeting business leaders on a frequent basis.
* Have coordinated with US clients and Indian ODCs (offshore development centers) to fulfill their staffing needs in India on both full-time and contractual basis, thus maintaining good client relations.

**Zirlen Technologies Jan 2015 – June 2016**

**Senior Manager, Talent Acquisition**

**Responsibilities:**

* As a TA Senior Manager, lead hiring for the Engineering, Analytics and Service Delivery business groups @Zirlen.
* Instrumental in Resource Planning, consulting with functional heads hiring manager to frame up hiring strategy aligned with Organization’s values and culture.
* Understanding and analyzing the requirements and mapping the right resource against the proper matching opportunities.
* Identifying the proper resources with the required skills on our client expectations of their need basis to deliver the right resource at the right time at the right place.
* Major ramp up numbers within less lead time for various projects.
* Lead a team of 6 recruiters includes managers& Leads.
* Managed Digital Hiring.
* Responsible for planning, forecasting, demand and supply management independently.
* Responsible for team compliance, TAT, productivity.
* Responsible for hiring recruiters, training, grievance handling, mentoring and handling queries/issues of team members on daily basis.
* Qualify job order requirements, to ensure a full understanding of the nature and scope of the engagement, the desired results, and the required technical capabilities and experience the client expects.
* Hands-On experience with high volume recruiting. Possess strong sense of urgency, flexibility, and adaptability.
* Utilizing market information and personal network to develop market intelligence for generating leads.
* Initiating & developing relationships with key decision makers.
* Manage individual teams of account managers and recruiters specifically focused on a vertical market strategy.
* Work closely with hiring managers to stay ahead in requirement gathering and updating recruiters.

**Multivision Inc. Aug 2013 – Dec 2014**

**Resource Manager**

**Responsibilities:**

* I head the talent acquisition and staffing functions for executive, lateral and campus. The mandate covers hiring across all business units.
* Based on business plans, prepare recruitment strategies, and share the plan Decide on the sourcing Proven leadership capability in cultivating innovative partnerships globally and locally, talent bench marking, intelligence and analytics, developing recruitment programs, search strategies, branding strategies, mentoring/coaching.
* Work with hiring managers of business units to understand immediate and future requirements in Business Units to regulate direction of efforts.
* Heading onsite hiring also head senior and niche technical hiring for offshore and large account hiring for Multivision.
* Involved in Manpower Planning, Budgeting, Representing TA Team in Internal and external audits.
* Involved in Specialist & Expert level hiring.
* Actively engage in panel management.
* Plan and execute mass weekend recruitment drives.
* Plan a strategy for the mode of resourcing, understand the technology and map where resources are available.
* Handle employee referrals and address the queries of the employees.
* Handle Niche hiring through social media recruitment.
* Resource, Candidate and Vendor Management.

**Logitech India Jan 2010 – Aug 2013**

**Team Lead, Recruitment**

**(Product Development Company)**

**Responsibilities:**

* Responsible for Leadership Hiring.
* Recommend ideas and strategies related to recruitment that will contribute to the long-range growth of the company, implementing any new processes and fine tuning standard processes.
* Planning for leadership hiring, recruitment drives, campus drives and specialized recruitments.
* Handled activities with regard to **Campus** recruitment (Both On **Campus** and Off **Campus**).
* Co-ordinate with campus placement officers regarding fresher hiring.
* SPOC for University relations for **Campus** **Hiring.**
* Worked closely with the Hiring manager to understand the requirement and was able to set up a team of well qualified professionals for executing their complex project.
* Promoting the importance of Diversity Hiring among the Business Leaders & Managers by conducting exclusive Employee Referral Campaigns.
* Generate and Maintain Resume Database of Software Professionals through, Head Hunting, and References and Advertisements etc.

**Zylog Systems Ltd Jan 2005 – Dec 2009**

**Lead, Recruitment**

**Responsibilities:**

* Handling Direct Client requirements.
* Worked closely with Venders to qualify their requirements in terms of the skill set and personalities desired to successfully perform their job Work.
* Responsible for sourcing profiles and gathering accurate detailed specifications, including salary range
* Delineate experience levels in multiple areas of modern software technology.
* Worked with job portals such as Dice, Monster, Groups and Vendors.
* Evaluate the resume with current assignment looking for Mandatory Skills, Must Haves & Like to Have, would be a Plus in the resume.
* Involved in Salary & Rate Negotiations.
* Coordinated and communicate with resource manager.