

Raghav Duggal

Contact

Address

Bengaluru

Phone

+91 9160256959

Email

raghavdxdukkal@gmail.com

Linkedin

linkedin.com/in/raghavduggal

Education

- MBA in Human Resources, NMIMS Global, Mumbai (07/2023 – 07/2025)
- B.Sc in Hotels & Hospitality Administration, Institute of Hotel Management, Kolkata (05/2009 – 05/2012)

Certifications | Memberships | Languages

- IELTS (2022–2024): **7.5 Band**
- Spanish Level 1, Delhi School of Foreign Languages (2023–Present)
- **Member, Society for Human Resource Management (SHRM)** since 2023
- Languages: English, Hindi, Bengali, Punjabi, ISL, Spanish, Korean.

Skills

- Strategic Talent Acquisition.
- **Campus & Lateral Hiring.**
- **Power BI & ChatGPT Analysis.**
- ATS Tools (SuccesFactors & Darwinbox) & Google AI Studio.
- **University & Vendor Relations.**
- Team Leadership & Mentorship.
- Workforce Planning & Employer Branding & **HRBP.**

Achievements

- **Closed 1,400+ roles** over 5 years through a mix of virtual campus & bulk hiring models.
- **Interviewed 10,000+ candidates** & delivered pre-placement talks across 350+ campuses.
- Achieved hiring goals at zero additional cost with optimization.
- Monitored team of 21 members with direct KPI accountability.
- Designed & executed JD frameworks & SOPs to optimize hiring in high-growth setups.

Professional Summary

Strategic Talent Acquisition Leader with 13+ years, scaling hiring operations across India, delivering 1400+ closures through data-driven and cost-effective practices. Proven record in aligning TA with business growth in EduTech, Retail, and Hospitality sectors.

Work Experience

08/2023 - Present

Altruist Technologies Pvt. Ltd., Bengaluru Regional Manager - Talent Acquisition

- Led lateral hiring and campus recruitment operations for 5 states: Karnataka, Tamil Nadu, Telangana, Andhra Pradesh, and Kerala.
- Partnered with management to align hiring with business goals.
- Reduced time-to-hire by 65% by closing 28 positions in 9 days through structured hiring strategies.
- Hired roles from associate to VP level.

06/2022 – 08/2023

AJ Jewellers, Mumbai Talent Acquisition Manager & HRBP

- Managed pan-India bulk and lateral hiring; recruited 150+ candidates using social platforms.
- Mentored & led a 7-member team to consistently exceed KPIs.
- Developed structured reporting through Excel and PowerPoint to drive hiring strategy.

10/2021 - 06/2022

UpGrad, Mumbai Talent Acquisition Manager

- **Recruited over 450 candidates** across pan India via end to end (E2E) recruitment for Sales, Marketing & Finance roles.
- Executed campus hiring programs and guided a team of 4 recruiters.

05/2020 - 10/2021

Byju's, Mumbai Associate Manager - Talent Acquisition

- **Onboarded 550+ candidates** across Pan India through E2E campus hiring.
- Connected with 200+ colleges, conducted pre-placement talks, and coordinated end-to-end onboarding using ATS.

10/2018 - 04/2020

Future Retail, Foodhall@LinkingRoad, Mumbai Customer Service Manager

- Trained & managed a team of 6 members to ensure seamless operations for Customer Service, Online Delivery, and Customer Delight across 25,000 sq ft.
- Trained store SPOCs to improve customer satisfaction metrics by 200% in 3 months.

12/2016 – 10/2018

Sheraton Hotel & Hyatt Hotel, Hyderabad (TLC) Assistant Program Manager – Room & Membership Sales

- Mentored & monitored a 21-member telesales team; **converted over 2000 memberships** to Club Marriott & World of Hyatt.
- Supervised seasonal events, prepared P&L and sales forecasting reports, and trained staff for both telesales and physical walk-in diner sales.

07/2012 – 12/2016

Lemon Tree Hotels, Delhi, Chennai & Hyderabad Assistant Manager – Front Office

- Supervised guest experience, check-ins/check-outs, briefings, and service reports.
- Conducted structured interviews and **onboarded 60+ front-office staff.**