**Ajay Kukreti**

Head of Talent Management/Talent Acquisition

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**SUMMARY & PROFESSIOANAL EXPERIENCE**

* Dynamic **Talent Acquisition and Talent Management** professional with over **2 decades** of hands-on expertise in optimizing HR processes through automation solutions.
* Highly Tech-savvy & proven track record of streamlining **recruitment, onboarding,** and **performance & talent management workflows,** resulting in increased operational efficiency and enhanced candidate and employee experiences.
* Committed to fostering a culture of continuous improvement and innovation in **talent acquisition**and **management** processes.
* Leveraging a strong foundation in talent sourcing and engagement, coupled with a deep understanding of **HR technology.**
* Successfully **automated** & implemented customized various processes (Campus Management, Talent Management, Performance Management) to drive seamless & data-driven HR operations.
* Collaborative team player skilled in forging **cross-functional partnerships** and **aligning technology solutions**with strategic business objectives.
* Committed to driving innovation and excellence in HR practices through the integration of **automation and human-centric** approaches.
* Actively participate in the process of **Job Evaluation** & implementation of new **psychometrics assessment** tools.
* Hands on experience working with global Job boards like **Naukri, Monster, Dice** & **Applicant Tracking Systems** like **ADP, Bamboo HR, Bull-Horn, Job Diva, Zwayam** etc.
* Strong stake holder and third-party vendor management for **Talent Acquisition, Background Check, Assessment Centers, Job Evaluations** etc.
* Having active **US Business Visa (B1/B2) till 2029 & H1B employment visa till September 2024.**

**SKILLS**

**Advanced Level:** Talent Management, Talent Acquisition (IT/Non-IT, Bulk Hiring, Campus, Leadership), HR Process Automation, HR Business Partnership, Employee Engagement, Stakeholder & Third-Party Vendor Management, Team Management, Performance Management System, Objective Setting

**Proficient Level:** Organizational Development, MIS, HR Budgeting

**WORK EXPERIENCE**

**Cygnet Global, Ahmedabad, India September 2023 to Till Date**

**AVP Global Workforce Management**

* Develop and execute global workforce strategies to align staffing levels and skills with the organization's operational and strategic needs. This includes forecasting future talent requirements and addressing any workforce gaps.
* Oversee the global recruitment and hiring process, ensuring the organization attracts, selects, and onboards top talent while adhering to budgetary constraints and timelines.
* Establish and manage performance evaluation processes, including setting performance expectations, conducting regular performance reviews, and providing constructive feedback to enhance employee performance.
* Utilize data-driven insights and analytics to monitor key workforce metrics, identify trends, and make data-backed decisions for optimizing workforce efficiency and productivity.

**Cyberthink Inc., Bridgewater, New Jersey October 2022 to May 2023**

**Recruitment & Client Delivery Manager**

* Managed recruiting efforts for 20+ positions in 3 months, resulting in a 10% decrease in time-to-fill.
* Reduced TAT and improved quality of hiring which has improved the client satisfaction.
* Mentored the new team of recruiters to start delivering the numbers ASAP.
* Hired freshers from campus and trained them to become future recruiters which has reduced overall hiring cost of experience recruiters.

**Anblicks Data Engineering Pvt Limited, Ahmedabad, Gujarat – India February 2022 to August 2022**

**Global Head Talent Acquisition & Resource Management**

* Revamped & automated existing Talent Acquisition & Resource Management process to speed up the decision-making process across the organization.
* Implemented & introduced new referral and internal job promotion/transfer policy attract new talent & motivate internal employees.
* Improved hiring quality and streamlined other related TA processes to improve more visibility within the organization.

**Rays Techserv Private Limited, Ahmedabad, Gujarat – India January 2018 to October 2021**

**Vice President Talent Acquisition & Management**

* Developed RPO business for US Staffing from scratch to team of 7 within 1.5 years and generated revenue of around 2.5 million Dollars.
* Implemented & introduced new retention policy, variable pay system, relocation policy & joining bonus system to attract new talent.
* Reduced TAT by 20% & improved hiring quality which has enhanced the client delivery & satisfaction.
* Introduced and trained new ATS (applicant tracking system) called ADP to all the HR team members.

**Secure Meters Limited, Udaipur, Rajasthan - India January 2011 to January 2018**

**Manager Global Talent Management**

* Successfully automated & global rollout of Talent Management process (Objective Setting, Performance Management, L&D & Talent Development).
* Automated Campus Recruitment has improved the efficiency, speed, decision making, offer process by 50% during campus drive.
* Reduced overall Recruitment TAT to 40% down (65 Days) within 6 months by implementing new recruitment strategies of referral & relocation policy / IJP.
* Revamped the entire employee policies and procedures to support the vision and mission of the organization.
* Automation of processes has made it cost-effective, simpler, easy to store, access & manage (paperless), transparent & faster across organization.
* Actively involved in the job evaluation process based on the Hays model to assign the right job and proper grade to all the employees across the organization.
* Implemented a new psychometrics assessment tool (Mettl) for new hiring and identifying Hi-Potential’s existing employees.
* Ensured 100% compliance achievement for PF & ESIC in coordination with internal HR team.

**Cyberthink Infotech Private Limited, Ahmedabad, Gujarat – India October 2005 to December 2010**

**Manager Recruitment & HR**

* Introduced & implemented new H1B hiring process by exploring new avenues of hiring like Singapore, Malaysia, Philippines & Dubai.
* Trained & revised the existing immigration practices/SOPs which led us more than 95% visa stamping rate by conducting detailed mock interviews.
* Created new SOPs for conducting interviews to offer process also tie-up with best third-party vendors for PAN India & Overseas hiring.
* Introduced new H1B hiring process by exploring new avenues of hiring like Singapore, Malaysia, Philippines & Dubai which has improved hiring by 50%.
* Automation of processes has made it cost-effective, simpler, easy to store, access & manage (paperless), transparent & faster across organization.
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* Ensured 100% statutory compliant in terms of PF & ESIC in coordination with third party vendors.

**Wipro BPO Limited, Mumbai & Pune, Maharashtra – India November 2004 to July 2005**

**Technical Resource Associate**

* Identified new tier 2 / tier 3 cities to achieve the desired target for hiring also reduced the hiring cost 20% to 30%.
* Took care of logistics support for the recruitment drive in sync with administration team for smooth execution.
* Provided support to new joiners for smooth onboarding.

**SKILLS USED:  Talent Acquisition, IT & Non-IT Hiring, Post Offer Follow-up, Onboarding, BPO Recruitment, Bulk hiring**

**Rays Technologies Private Limited, Ahmedabad, Gujarat – India July 2002 to August 2004**

**Assistant Manager HR & Recruitment**

* Timely closure of all open positions with desired quality to meet the organizational goals.
* Formulated & implemented new HR policies related to Recruitment, Referral, Employee Guide from onboarding to exit.
* Ensured timely coordination and delivery of client's IT requirements and achieved 95% satisfaction level.
* Ensured that organization will be 100% statutory compliant in terms of PF & ESIC in coordination with third party vendors.

**Top Telemedia Limited, Ahmedabad, Gujarat – India July 2000 to June 2002**

**Assistant Manager Recruitment & Web Project Leader**

* Timely closure of all open positions with desired quality to meet the organizational goals.
* Delivered website related projects on-time in sync with team of designers and developers.
* Acted as mediator between management and team of web designers and developers so that projects delivered with accuracy and first time right

**EDUCATION**

Certification course of HRM Strategy Execution from Indian Institute of Management Ahmedabad in December 2023

Institute of Chartered Financial Analyst of India (ICFAI) – Distance Learning July 2007 to August 2008

Post Graduation Diploma in Human Resource Management (PGDHRM)

College of Hi-Tech Engineering, Ahmedabad (Dnyaneshwar Vidhyapeeth - Pune) July 1996 to May 2000

Bachelor of Computer Engineering

Rajasthan Higher Secondary School, Shahibaug, Gujarat – Ahmedabad June 1993 to March 1996

HSC (Science) & SSC (Common Stream)

**KNOWN LANGUAGES**

HINDI, ENGLISH, GUJARATI & SINDHI