**SAUMIL DESAI**

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**Seeking a Senior level role into US IT Recruitment/TL/Healthcare Recruitment**

**EXECUTIVE SUMMARY**

* An astute professional with **around 12 years** of experience in handling multifarious HRM and Resource Management in IT Recruitment for USA and PAN India region. Additionally, holds proficiency in handling Healthcare Recruitments & recruitment of locums/ doctor's/ nurses.
* Deft at following creative sourcing techniques including Internet job boards, company database, referrals, networking and cold calling with experience of working on 1099/W2/ C2C/C2H.
* Expertise in recruiting for contract, C2H & Full Time/Perm positions.
* Adept at navigating broad array of HRMS, CRM, Applicant Tracking, Search Engine systems and applications for creating viable business solutions.
* Gained in-depth understanding of IT Terminologies & technologies like .NET, Java/J2EE, LifeRay Portal, AutoCAD, SalesForce.com, AWS, Oracle DBA, SQL Server DBA and iOS/Android Developer & many more.
* Specialized in recruiting top talent for all IT roles inclusive of Java, .NET, Full-Stack java developer, PowerBuilder/Sybase Developer, iOS/Android Developers, DBA's and all kinds of IT Roles.
* Skilled in working on several domains such as Financial, Government, Pharmaceutical, Healthcare, Banking, Oil & Gas, Power and Real Estate. Good knowledge in writing and executing SQL Queries and Network and Database administration.
* Known for navigating broad array of HRMS, CRM, Applicant Tracking, Search Engine systems and applications to create viable business solutions.
* Possess thorough understanding about employment based on W2, H1B transfer and Corp-Corp etc…
* Gained proficiency of working in Agile environment towards recruitment of employees across entire SDLC life cycle.
* Excellent into developing right Boolean Search strings & source Actively to submit candidates
* Offers exceptional decision-making skills and takes initiative with minimal supervision.
* Data Mining, Screening, Short listing the resumes, Scheduling Interviews, validating resumes, resourcing highly specialized IT and executive-level personnel within a broad range of technologies and industries.
* Worked as an In-house as well as Agency recruiter serving niche technologies & high-volume requirements.
* Analyzing and evaluating the requirements of client companies to understand their needs for technology professionals to implement information technology projects.

**Core Competencies:**

* Resource Management • IT Recruitment
* Government Recruiter (US State & Federal)
* Digital Recruitment & Marketing of Consultants
* End-End Recruitment • Manpower Planning • Process Implementation • Training & Development • Talent Acquisition • Recruitment & Resourcing • Employee Motivation
* Team Management
* 360 degree Recruitment (IT, Healthcare & Engineering)

**KEY TASKS HANDLED**

* Qualified professional with strong IT background and Technical Recruitment experience in a consistently changing environment that requires adaptability, creativity, resourcefulness and a proactive approach in driving success..
* Performing talent acquisition and management along with performing recruitment selection and placement.
* Extremely focused in achieving objectives in high pressure, fast-paced environments
* Sourcing and recruiting candidates by using databases and social media along with screening candidate’s resumes and job applications.
* 100% hands on and individual contributor with subject matter expertise in the recruitment of Information Technology talent with emphasis in Advisory Professional Services Talent Acquisition.
* Having excellent oral and written communication, interpersonal and organizational skills, with focused attention to detail, accuracy and the ability to follow through in a high volume fast-paced oriented professional services environment
* Conducting interviews using various reliable recruiting and selection tools/methods to filter candidates within schedule.
* Onboarding new employees in order to become fully integrated along with monitoring and applying HR recruiting best practices.
* Providing analytical and well documented recruiting reports to the rest of the team.
* Leading, mentoring and assisting in development of recruiting team in recruitment strategies, best practices, mechanics, relationship building and candidate/client management
* Acting as a point of contact and building influential candidate relationships during the selection process.

**CAREER CONTOUR**

**Since Feb 2020 with Greycell Labs Inc., Ahmedabad as Lead IT Recruiter/Sr. US Recruiter (US Government & Federal)**

**Accountabilities**

* Managing complete recruitment life-cycle right for sourcing the best talent from diverse sources, collaborating human resource requirements in consultation with heads of different functional and operational areas, facilitating smooth joining formalities and finally having the candidates on board.
* Worked as a Full Life cycle Recruiter for US Government clients & using Job Boards like Monster, Dice, CB etc.
* Reporting directly to the Manager of End Client Staffing.
* Good experience in multi-tasking & submitting 2 to 3 quality candidates for each requirement
* Making effective contributions in recruitment, induction and deployment of staff members and regularly monitoring their performance levels to ensure highest efficiency levels
* Conducting data mining, screening, short listing the resumes, scheduling interviews, validating resumes, resourcing highly specialized IT and executive-level personnel within a broad range of technologies and industries.
* Implementing initiatives to generate maximum value addition in the programmes addressing the areas of improvement, development and retention and employee welfare.
* Developing the work standards, skills, knowledge, ability, discipline methods while maintaining internal environment. Ensure that the mindset of people is receptive to changes in internal and external environment of the organization.
* Maintaining flawless communication with the employees while ensuring timely resolution of employee grievances and harmonious working environment at all levels.
* Making use of resources available like job boards, ATS like Job Diva, CATS, CEIPAL and job posting sites.
* Coordinating with the clients through varied meetings for understanding their daily needs.

**Highlights**

* Proactively established the highest “submission to interview” and “interview to hire” ratio.
* Effectively performed screening of individuals and produced quality candidates.
* Hold a strong track record of hiring the best candidate for specialized technical positions and retained the longest length of service per contract.

**Mar 2019 – Dec 2019 with eConsultants, Inc (Remote), Ahmedabad as a Sr. US IT Recruiter (IT & Engineering)**

**Accountabilities**

* Determined the staffing needs of Hiring Manager’s by attending conferences & Skype meetings to gain better understanding of requirements from the End-Client.
* Established the highest “submission to interview” and “interview to hire” ratio. Effective in screening individuals and producing quality candidates. Strong track record of hiring the best candidate for specialized technical positions and retaining the longest length of service per contract.
* Extensively made use of job boards (Monster / Career Builder), social networks (Linked In), Boolean strings, academic institutes, job fairs, own database (MaxHire/CRM based tool), contacts, blogs, advertisements and mailing lists to source ideal candidates.
* Experienced into In-house Recruitment. Understanding of all nice tech terms & fast learner
* Responsibilities involved understanding IT/Non-IT requirements, Sourcing, Screening of resume and taking telephonic interviews of Consultants over the phone.
* Potential use of resources available like job boards, ATS like Job Diva, CATS & job posting sites.
* Negotiated on wage rates and other terms and conditions of employment with candidates and gained commitment from candidates for current and future job requirements.
* Completed necessary pre-employment processes including reference checks and background/drug tests
* Made use of ATS like Job Diva & CATS to source candidates and worked on all US tax terms like W2, Corp-Corp and 1099.
* Applied effective internet searching methods to identify, recruit and staff qualified IT Professionals. Utilized internet job sites, employee referrals, company databases to attract new candidates.
* Researched emerging technologies to identify viable candidates for sourcing. Successfully built a Network Referral Resource Pool

**Highlights**

* Bagged the award for Outstanding Performance & Dedication during 2019.

**June 2014 – Oct 2018 with VC ERP Consulting Pvt Ltd., Ahmedabad as Senior Technical Recruiter /Team Lead- Domestic & International (US & Pan-India Recruitments)**

**Accountabilities**

* Worked closely with the sales and marketing team to assist VC-ERP clients in meeting their strategic business objectives
* Applied effective internet searching methods to identify, recruit and staff qualified IT Professionals. Utilized internet job sites, employee referrals, company databases to attract new candidates. Researched emerging technologies to identify viable candidates for sourcing. Successfully built a Network Referral Resource Pool.
* Performed end to end recruitment along with performing CV Sourcing, CV Formatting, Job Posting, Referencing, Head hunting and Passive Search.
* Identified, recruited and hired qualified candidates to meet the SAP consulting needs of the company’s clients for both staff augmentation and project solutions.
* Met the needs of clients by submitting quality candidates which includes SAP Basis Consultant, SAP PI/PO, SAP ABAP, SAP IS/U, SAP CRM and SAP WM/EWM including more than 1000 modules of SAP ECC/SAP S/4 HANA.

**Highlights**

* Proficiency handled all requirements pertaining to SAP modules
* Handled End-End recruitment with submitting quality candidates at the EOD.
* Excellent in recruiting candidates via Linked-In & other social media sites.

**Jan 2011 – Aug 2013 with IMS People, Ahmedabad as Technical Recruiter- End Client (IT/Non-IT)- US IT Recruiter**

**Accountabilities**

* Managed full life cycle inclusive of recruiting, including sourcing, interviewing, qualifying and placement of full range of software engineering, IT and management candidates for contract and contract to perm roles.
* Utilized creative sourcing techniques including Internet job boards, company database, referrals, networking, and cold calling.

**Highlights**

* Bagged award for being the “Best Performer of the year 2012 in End Client team”.

**Oct 2005 – June 2010 with cyberThink Infotech Pvt Ltd., (An affiliate of cyberThink, Inc.), Ahmedabad as Technical Recruiter-End Client (USA)**

**Accountabilities**

* Recruited IT professionals using web-based tools like Monster, Dice and other major head hunting websites.
* Skillfully worked on Boolean search & used various job boards like Monster, Dice, Careerbuilder and Hot Jobs.
* Extensively using various job boards (Monster / Career Builder), social networks (Linked In), Boolean strings, academic institutes, job fairs, own database (MaxHire/CRM based tool), contacts, blogs, advertisements, mailing lists, etc. to source ideal candidates
* Proficient working with various VMO systems (Fieldglass, Beeline, MaxHire) and maintaining relationship with vendor management office.
* - Analyzing job market and developing recruitment plans to support planned/current hiring activity
* Interviewed several IT professionals in USA over the telephone and negotiated compensation and benefits according to client policies.
* Served multiple clients such as Johnson and Johnson (J&J), Mc Graw Hill, Aventis, Merrill Lynch and others.

**Highlights**

* **Travelled to USA on B1/B2 visa in Oct ‘2006 for Training & Recruitment Purpose. Handled the same day-to-day tasks as I was working in India**.

**Nov 2004 – Sep 2005 with Wipro BPO, Mumbai as Senior Technical Support Associate (Semi- Tech voice process)**

**Project:** American Express and Dell CTS Voice Based Technical Support

**Processes Handled**

* DELL CTS (Consumer Technical Support Queue), Dell Outsourced campaign
* AMEX American Express (Canada) Outsourced Campaign

**Accountabilities**

* Trained extensively for DELL consumer support and CTK (Voice & Accent)
* Supported Dell Consumer Related Dimension and OptiPlex Systems
* Successfully achieved C-SAT ratio of 83% and maintained AHT (Average Handling Time) of 22 minutes for DELL CTS (Consumer Technical Support Queue).
* Maintained average handling time ratio (AHT) of 4 min 30 seconds for AMEX American Express process.
* Hands-on with Amex Applications which helps understanding customer history as well as complex data configuration and data interpretation.

**ACADEMIC CREDENTIALS**

2004 Post Graduate Diploma in IT (Information Systems) from Swinburne University, Melbourne, Australia

2001 B.Sc. (Chemistry & Industrial Chemistry) from St. Xavier’s College, Ahmedabad

**TECHNICAL SKILL SETS**

SQL, Oracle 9i/10g, MS Office O365, Networking, Networking Protocols (i.e. TCP/IP, OSPF, MS Office, Outlook and Windows 10

**PERSONAL DOSSIER**

**Date of Birth:** 16th November 1980

**Address:** 45 Madhymvarg Society, Bhulabhai Park, Kankaria, Ahmedabad - 380022, India

**Languages Known:** English, Hindi and Gujarati