

Saurabh Sharma

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Senior IT & ERP Recruiter | Talent Acquisition Lead | SAP, Oracle & Niche Technology

EXECUTIVE SUMMARY

Senior IT & ERP Recruiter with 10+ years of overall professional experience, including 7+ years in specialized IT & ERP recruitment across India and US staffing models. Proven track record in owning recruitment strategy, delivering niche hiring across SAP, Oracle, Cloud, Data, and Engineering roles, and consistently meeting aggressive SLAs. Strong stakeholder partner with measurable hiring outcomes and predictable delivery frameworks.

CORE EXPERTISE

Senior IT & ERP Recruitment	Hiring Metrics & SLA Governance
US IT Staffing	LinkedIn Boolean & Talent Mapping
Recruitment Strategy & Delivery Ownership	Stakeholder & Delivery Leadership
SAP & Oracle Hiring	Offer Negotiation & Joining Management
Cloud & Data Hiring	Pipeline Building & Market Intelligence
Contract / Permanent / RPO Models	Time-to-Hire Optimization

PROFESSIONAL EXPERIENCE

Lead Technical Recruiter & Hiring Partner – *Taj Consultancy Service (IT Staffing Vendor – EY Partner)* Apr 2025 – Present

- Own recruitment strategy and end-to-end delivery for SAP, Oracle, Cloud, Data, and emerging tech roles.
- Manage 15–25 active requisitions simultaneously while maintaining 90–95% SLA adherence.
- Achieve average 8–12 monthly closures across contract and permanent hiring.
- Reduce average time-to-hire to 18–25 days through proactive pipeline building and market mapping.
- Act as hiring advisor to delivery leaders, providing market feasibility insights.

Senior IT Recruiter – US Staffing & Niche IT (Project-Based Engagements)

Jan 2019 – Sep 2024 (Approx.)

- Led full-cycle recruitment for SAP, Oracle ERP, Cloud, Data, DevOps, QA Automation, and Engineering roles.
- Managed sourcing, screening, submission quality, interview coordination, and offer closure.
- Closed 6–10 positions per month across C2C/W2, full-time, and C2H models.
- Maintained 90%+ SLA compliance across multiple client accounts.
- Built long-term consultant pipelines, reducing dependency on job portals.

Organizations & Tenure:

- Quantum World Technologies – Jan 2019 – Dec 2019
- Q1 Technologies – Mar 2020 – Jan 2021
- NLB Services – Apr 2021 – Dec 2021
- Diverse Lynx – Aug 2022 – Mar 2023
- Tek Inspiration – Oct 2024 – Mar 2025

Self-Employed – Café Business

Apr 2023 – Sep 2024

- Managed day-to-day operations, vendor management, customer engagement, and business administration.
- Developed operational discipline and ownership mindset before returning to corporate recruitment.

EARLY CAREER

Customer Service & Operations Management – Developed foundational skills in stakeholder handling, reporting, escalation management, and service excellence.

EDUCATION

Higher Secondary (12th Standard)

CERTIFICATIONS

AI-Driven Recruiting (LinkedIn) | ChatGPT for HR | Recruiter Power User Assessment | Naukri Maestro Recruiter Program | LinkedIn Marketing | Jira Project Management