P TAMILSELVAN
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WORK EXPERIENCE:

Emergere Technologies, Coimbatore, India (September 2020 – Present)
Lead Technical Recruiter (December 2022 – Present)
Technical Recruiter (September 2020 – December 2022)

- **Situation**: Identifying the suitable resources to the customer staffing needs
- **Task**: Responsible for full life cycle recruiting, including sourcing, interviewing, qualifying and placement of a full range of IT candidates for contract, contract to perm and direct hire positions on C2C/W2 hourly/salaried work type.
- Defining job descriptions and short-listing candidates based on the requirement, technology, skillset, experience, and education.
- Collaborated with account managers regarding their staffing needs, recruiting strategies, and deadlines.
- **Action**: Built and maintained relationships with the candidates and employees scheduling and coordinating the interviews for the candidates coaching and preparing them before every client interview.
- Leverage multiple sourcing strategies and channels including external network, LinkedIn & Dice job boards, and internal referrals to provide high-quality candidates for open positions.
- **Result**: Achieved the staffing goals within days. Based on the performance, promoted as Lead and Now handling couple of Key customers directly.

ACADEMICS:

- Bachelors in Aeronautical Engineering *(Anna University, Coimbatore)*   **2015-19**

SKILLS:

Excel, SQL, Python, Power BI, Data Analysis, Data Manipulation, Descriptive Statistics, Inferential Statistics, Problem Solving, Business Sense, Data Modeling, Data Mining.

PROJECTS:

SkilloVilla(July 2025 – December 2025) – Data Analytics
MS Excel: Freshco Hypermarket

- **Tasks:** Overall analysis of a Supermarket (Order level Analysis, Completion rate Analysis, Customer level Analysis and Delivery Analysis)
- **Action:** Analyzed and solved the real time case study using Functions and Formulas with 100% accuracy
- **Result:** Visualized real time company data and created Dashboard by Logical Metrics using Pivot Tables, Charts

SQL: Airline Database

- **Task:** The goal is to design and implement a relational database for an Airline ticketing system to manage flight tickets, passengers, and bookings efficiently
- **Action:** Analyzed Airline Database case study and solved queries using Joins, Case Statements, and Windows Function
- **Result:** The database design ensured data consistency and improved the efficiency of data retrieval, allowing for faster generation of detailed reports.

Power BI: Shop Nest Store

- **Task:** To address key business analytics for a retail dataset over Power BI Dashboards
- **Action:** Analyzed Shop Nest Store company data and built interactive Dashboard by DAX calculations with calculated Measures and KPI's
- **Result:** User friendly visuals (Combo Chart, Trend Lines, Bar Charts and Pie Charts) for better understanding for the management and added Slicers for allowing filter data in real time for customized insights.

Python Fundamentals: Employee Performance

- **Task:** Performance Analysis of the Employees

- **Action:** Analyzed Employee data and Created a Data Frame using NumPy, Panda's libraries, Replaced the missing values (NaN) for better analysis.
- **Result**: The data insights have allowed management to better identify top performers, address skill gaps

CERTIFICATIONS & COURSES:
- **Data Analytics Course – SkilloVilla(2025)**
  Learned Advanced MS Excel, Data Cleaning, Data Visualization, Dashboard making, Python Fundamentals and SQL
- Completed the LinkedIn Learning Course on **"Talent Sourcing"** by Barbara Bruno – Jan 2023(https://lnkd.in/gmtEn4_n).
- **Tech Recruiter Certification Program** by **Hirist.com** – Dec 2022.
- **Tech Recruitment Certified Professional** by **DevSkiller** – Dec 2022(https://devskiller.com/hr-certification/7ShuPA1BwtoS45ofp6u8IH).