TARUN KUMAR SHAKYAWAR

Bilingual (EN+FR) | Change Management | HR Tech & Transformation | HRIS Admin | HR Analytics

Canadian Permanent Resident

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Profile Summary

Certified Bilingual Change Management Professional with ~7.5 years of progressive experience of working at large IT enterprises within the people functions through collaborative stakeholder engagement (internal and external). My large-scale, multi-disciplinary project management initiatives have helped to **modernize and optimize administrative processes and systems** through the implementation **of AI-enabled HR tools** (including SmartRecruiters) and creative usage of internal communications to improve adoption levels while ensuring user satisfaction, have **won multiple awards** (including one by **Brandon Hall**). I rely on my **analytical skills and conceptual thinking** to report useful **business insights** to senior leadership and clients, essentially acting as their **trusted advisor / internal consultant** for strategic decisions.

Work and Learning History

Voluntary Career-Break: For learning French to pass the TEF Canada exam & moving to Canada as a Permanent Resident

CCI Paris | **Dec-2022 to Present**

Bilingualism (EN + FR) ➤ Leveraged 1y 8m (less than the average time of 2-3 years) of voluntary career-break by **self-learning French**

➤ **Aug 2024**: Achieved a B2+ (NCLC 7) level in the TEF Canada exam, proving a strong proficiency in reading, writing, speaking, and listening

➤ **Sep 2024**: Invited to apply for Canadian Permanent Residence from IRCC post which I handled the immigration process independently

➤ **May 2025 to present**: Landed in Canada as a Permanent Resident and completed multiple certifications in Change Management, Data Analytics etc. and currently pursuing a course in Project Management and CHRL license from (member of the HRPA Ottawa chapter)

Manager – Human Resources (Campus Hiring Lead)

YASH Technologies Pvt. Ltd. | Pune IN | **Jun-2022 to Nov-2022**

Change Management ➤ Implemented **SAP SF Recruiting** for my team and optimized of employee & candidate experiences

New Graduate Hiring ➤ Responsible for ~30% of organizational hiring requirements through **Campus Hiring** and **University Relations**

HR Operations ➤ Handled employee engagement for HR function and managed talent development & KPIs for my direct reports

Deputy Manager - People Development

GlobalLogic – A Hitachi Group Company | Noida IN | **May-2021 to May-2022**

Change Management ➤ Global SPOC for McKinsey HR Transformation for Talent Acquisition and HR Strategy Execution and led Business Continuity and Enterprise Risk Management initiatives for the Talent Acquisition team to mitigate potential risks (internal and external)

➤ Conceptualized and implemented **SuperHirer, an org-wide gamified interviewer incentive program** and conducted in-person and virtual training sessions to **train more than 550 interviewers**, in turn improving the interviewer availability for hiring and reducing **hiring time by 10%**

➤ Evaluated, implemented and **boosted adoption of hiring technology tools** for assessments, interview management, job boards and ATS

➤ Global Admin for hiring tech portals (candidate assessments, interview management and job boards incl. LinkedIn) and LearnUpon LMS

HR Analytics ➤ Responsible for **reporting data** regarding hiring numbers and hiring initiatives **directly to the Chief Human Resource Officer (CHRO)** acting as their key advisor on workforce transformation trends and best practices

Deputy Manager - Talent Acquisition CoE (Centre of Excellence), Campus Hiring

HCL Technologies Limited | Noida IN | **Apr-2015 to May-2021**

Change Management ➤ Conceptualized and implemented **Techruit - Hiring Made Easy, an award-winning change management program** introducing **AI-led talent acquisition tools and processes** using Satir's and Kotter's Change Management Models

➤ Used structured feedback loops and data-driven adoption campaigns for a **~20%** drop in **lead time to hire** and **~12%** drop **in cost per hire**

➤ **Led cross-functional training** of change agents and recruiters to mandate video interviewing **in preparation to the COVID lockdown**

➤ Conducted **market research of 20+ top ATS / HCM / HRIS** (SAP SuccessFactors, Workday etc.) and sandbox implementation and testing for SmartRecruiters as it had emerged as our top choice for replacing our then-existing Applicant Tracking System

HR Analytics ➤ Implemented HR dashboards, providing HR and TA leadership with timely, data-driven and actionable insights on key metrics

New Graduate Hiring ➤ **Interviewed and hired 3000+ new grads** from campuses spanning IT, Management, Engineering and Design

➤ Led **#HCLAceChallenge** - zero-cost social-media driven B-School hiring competition - garnering **11 million+ impressions on Twitter in 2 hours**, increasing HCL Tech's share of organic voice by 1115.3% with HCL Tech capturing 70% of conversations vis-a-vis competition

➤ Created and implemented **iExperience Genesis - a gamified new-joiner engagement program for New Grads** covering pre-joining, induction and post-joining phases covering their performance management and talent development, **reducing renege rate from 5% to 1%**

HR Operations ➤ Conceptualized **Buddy Magnet – a gamified employee referral initiative** reducing the Cost Per Hire (CPH) and increasing the contribution of ER from 15% to 20% of overall hiring mix

➤ Monitored and assessed the effectiveness of training programs through user feedback, surveys, and performance metrics

➤ Led Business Continuity initiatives and Internal Audits to ensure the compliance of our hiring processes and tools with GDPR, CCPA etc.

Education

Master of Business Administration: Human Resource

Symbiosis Institute of Business Management *(among the top 20 B-Schools in India)* | **Jun-2013 to Apr-2015**

Bachelor of Engineering: Civil Engineering

Gujarat Technological University | **Jul-2009 to May-2013**

Certifications

Change Management Delivery Professional, CCMP QEP, Sep-2025

Google Project Management Professional (PMP equivalent), In Progress

Certified Human Resource Leader (CHRL), In Progress

Gamification: Motivation Psychology, Udemy, Jan-2022

Workday Certification: Workday Basics Series, Jul-2025

Workday Certification: Workday in Action Series, Aug-2025

PMI, IIBA: Agile Business Analysis, Jun-2025

PMI: Power BI Data Methods & Data Dashboards, Jun-2025

Languages

English | Native proficiency (C2)

French | Upper intermediate (B2+, NCLC 7)

Accomplishments (professional and beyond)

- Created a **bulk resume parser on n8n that uses AI** to give candidates a relevancy score of 0 - 100 and creates a report on Google Sheets
- Created a **Social Media App** and an **AI Chat Bot App** using FlutterFlow, Firebase (NoSQL), Google Vertex AI Agent Builder and Gemini AI
- **GlobalLogic Impact Award winner** for hiring, HR tech and learning management for **Ascend - Career Acceleration Program**, 2022
- **Winner, Brandon Hall and BusinessWorld.in awards** for **Excellence in Talent Acquisition Technology** for my initiative - Techruit, 2020
- **Academic paper** published on my initiative – Techruit by senior professors of two **top business schools** in India (IIM-A and IMT-G), 2020
- Featured in top global and Indian newspapers and magazines (Huffington Post UK, India Today, Pune Mirror, Indian Express, Men XP etc.) for publishing **viral video** with 1+ million views **on innovative HR practices**, 2014

Skills and Strengths

Change Management • Project Management • HR Tech • HR Analytics • ERP • Campus hiring • End-user training • Employee relations • Agile • Data analytics & reporting • Power BI • Data analytics & reporting • Team player • Communication skills • Problem solving

Tools & Platforms: Used, Evaluated or Configured

HR Tools: IBM Kenexa • SAP SuccessFactors • Workday • Greenhouse • ADP • SmartRecruiters • Oracle Taleo • iCIMS • LearnUpon

AI Tools: Vertex AI • n8n • Gemini • ChatGPT • Jira • Microsoft 365 Office (Excel, Powerpoint, Word, Sharepoint, Sway) • Google Workspace