

## Summary

Co founded 2 startups. Passionate HR with over 12 years of expertise in HR Business Partnering, Talent Management, and Talent Acquisition. Led multiple start-ups, driving effective HR strategies, team building, and talent retention. Experienced in managing comprehensive HR operations, with a focus on proactive talent engagement and cultivating high-performance cultures. Aims to leverage extensive HR experience to enhance talent acquisition strategies and drive organizational growth.

**Skills Hired** - C Suite Level, Sales & Business Heads, Full Stack Developers, NodeJs, AngularJs, ReactJs, MERN & MEAN Stack Developers, UI-UX Designers, Flutter Developers, Android & iOS Developers, Java Developers, PHP Developers, MongoDB Developers, DevOps Engineer, AWS, DB Developers, MySQL Developers, Healthcare Recruitments (Doctors, Clinical & Non Clinical Recruitments).

**Passionate About** - Employer Branding, Diversity Recruiting, Process Improvement, Reporting & Sourcing Tools, Operations.

**ATS used** - Keka, Bamboo HR, Airtable.

## Work Experience

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|---|----------------------|
| VPN HR Solutions Private Limited  | India   UAE          |
| Co-Founder  | Oct 2021 - June 2024 |
| <ul style="list-style-type: none"><li>✓ Responsible for overall HR, strategy, and operations with a focus on evolving and executing comprehensive talent acquisition strategies for various clients.-</li><li>✓ Manage the recruitment process for all engineering roles, including job postings, screening resumes, conducting phone interviews, coordinating interviews, and attending recruiting events.</li><li>✓ Develop and implement a sourcing strategy to attract a diverse pool of qualified engineering candidates, utilizing a variety of channels such as online platforms, professional networks, and employee referrals.</li><li>✓ Track and analyze recruitment metrics to identify areas for improvement and ensure efficient hiring processes.</li></ul>  |                      |
| Piedistrict Pvt Ltd   | India   UAE          |
| Co-Founder  | Jun 2016 - Sep 2021  |
| <ul style="list-style-type: none"><li>✓ Responsible for running a start-up effectively as a co-founder, focusing on HR, strategy, and operations.</li><li>✓ Built a software services company from a business idea to a full-fledged organization within a year.</li><li>✓ Hired, managed, and retained talent, ensuring coordinated alignment and accountability from all hiring stakeholders.</li><li>✓ Acted as a liaison between the B.O.D and internal/external stakeholders, fostering strong relationships with senior management, employees, and clients. Champion our employer brand and culture to attract and retain top talent.</li><li>✓ Updated the BOD on issues supported with facts and recommendations to aid decision-making.</li><li>✓ Monitored key performance indicators and provided progress updates on company goals.</li><li>✓ Provided analytical support and created reports for various projects, enhancing data-driven strategy.</li><li>✓ Led special projects across GTM, product, and operations, organizing key leadership team and board meetings.</li><li>✓ Supervised and oversaw operations, HR, finance, compliance, and client relations while focusing on process improvement.</li><li>✓ Utilized sourcing tools and ATS systems to streamline recruitment and maintain a diverse talent pipeline.</li><li>✓ Focused on diversity recruiting, contract negotiation, and vendor management as critical components of the talent acquisition process. Lead the negotiation process and extend competitive offers to top candidates.</li></ul> |                      |

Team Thai

Deputy Manager – HR

Jun 2014 - Jul 2015

Quizent Technologies Pvt Ltd

HR Manager

Feb 2012 - Aug 2012

Sesame Software Solutions Pvt Ltd

Executive – HR & Admin

Mar 2011 - Jan 2012

Geetha Creations

Sr. Lead Executive – Talent Acquisition (T.A)

Sep 2008 - Feb 2011

## Education

Aligarh Muslim University Post Graduate Diploma in Personnel Management	Jan 2019 - Jan 2020
NIBM MBA (Human Resources & International Business)	Jan 2006 - Jan 2008
New Horizon College BCA	Jan 2001 - Jan 2004