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Executive Summary

"Experienced Talent Acquisition leader with 14+ years of expertise in sourcing and full-cycle recruiting across a wide range of industries, including IT, core tech, product companies, banking, finance, security, medical, retail, media, legal, publishing, marketing, oil & gas, insurance, and automotive, spanning global geographies. Renowned for excellence in driving D&I hiring initiatives, stakeholder management, social media talent sourcing, and enhancing employer branding and candidate experience through EVP strategies. Currently leading leadership hiring and AI/ML practice development as a Lead Talent Acquisition Specialist at Calsoft, delivering top-tier talent solutions for organizational growth."

Key Strengths

Sourcing, Head Hunting, interviewing, Screening, Technical Recruitment, Technical hiring Campus recruitment, IT Recruitment, Volume Hiring, Offer Letter Creation, Salary breakup and Salary negotiation, Stake Holder Management, Business requirement gathering, strategy planning for role fulfillment. Recruitment Tools: - Workday, Taleo and SAP Success factors

Sourcing Methods

Advanced Boolean & Internet search techniques, resume bucket, GitHub, Email Hunter, Data Mining, Google Custom Search Engine, LinkedIn Recruiter, Cold calling, Networking (attending networking and relevant association meetings/events, meet-ups), Internal referrals, Internet job boards and resume databases (Monster, CareerBuilder, Indeed.com, Dice, Postjobfree, Smart Recruiters etc.), Virtual networking (Forums and LinkedIn Groups), Social recruiting (Facebook, Twitter, Google+)

Tools

Experience with various (ATS) applicant tracking systems (Workday, Taleo, CATS, Bullhorn, Job diva, Zip Recruiter), MS Excel, extensive web survey experience (Google Docs – Forms, Survey Monkey Pro), Vendor Management Systems (VMS portals) such as Field glass, I Navigator, and Job Diva.

Educational Qualification:

- Masters in HR+ PGP with Marketing from MIT + Allahabad University in 2010 with 95.4 %.
- Bachelors in Computer Science from KKWagh College Pune University in 2007 with 54 %.
- 12th from HAL Jr College with 65% in 2003 from Nashik Board.
- 10th standard from KV No .1 Pune with 60% in 2001 from CBSE board.

Internships & Projects:

- Project on Talent Acquisition strategies used for Campus hiring from different institutes at Share Khan Ltd in Pune in 2009.

Work Experience:

Calsoft Pvt Ltd

Lead TA

Jan 2024 –Till Date

Summary:

- Experience in creating tailored hiring strategies for AI/ML and leadership roles.
- Proficiency in evaluating candidates with skills in machine learning, AI, data science, and executive leadership.
- Use of AI-based tools, social media, and industry networks to source passive candidates
- Expertise in recruiting for C-level and VP positions, particularly in technology-driven organizations.
- Collaborating with engineering managers, CTOs, and HR to align hiring goals.
- Conducting technical assessments and leadership evaluations.
- Strong ability to negotiate offers and manage candidate expectations.
- Focus on **recruiting AI and ML talent**, highlighting the types of roles you've successfully filled (e.g., Machine Learning Engineers, Data Scientists, AI Research Scientists).
- Mention key leadership positions recruited for, such as CTO, VP of Engineering, and other high-level technical leadership.
- **Sourcing strategy:** Detail your sourcing channels (LinkedIn, AI recruiting tools, niche job boards, networking, referrals).
- Include your success metrics: time-to-fill, offer acceptance rates, retention rates of hires, and number of hires.

Synechron Technologies

Sr Talent Acquisition Consultant

July 2021 –Dec 2023

Summary:

- Expertise in developing customized recruiting strategies for the BFSI sector.
- Understanding of key industry regulations (e.g., **AML, KYC, Basel III**), **market trends, and sector-specific roles**.
- Recruiting for roles related to **fintech, digital banking, and emerging financial technologies**.
- Highlight your experience in sourcing and hiring for BFSI-specific roles, including positions like risk managers, compliance officers, auditors, financial analysts, actuaries, and leadership positions in banking and insurance.
- I had hired in areas like **financial technology (fintech), including blockchain, cybersecurity, AI-driven banking tools, and digital transformation roles**.
- I had worked on the metrics of success: reduced time-to-fill, improved quality of hires, cost per hire, or increased retention.

Freelancer Consultant

Lead Talent Acquisition

Feb 2020 -July 2021

Summary:

Results-driven freelance recruiter with extensive experience in sourcing and placing top talent for diverse clients across industries such as IT, finance, healthcare, marketing, retail, and technology. Adept at managing the full recruitment lifecycle, from talent sourcing and screening to offer negotiation and onboarding. Skilled in tailoring hiring strategies to meet the specific needs of each client, ensuring successful placements for both technical and non-technical roles. Strong focus on client relationship management, talent engagement, and providing a seamless candidate experience while delivering results within tight deadlines.

Wolters Kluwer Financial /Healthcare Services

Senior Talent Acquisition

Nov 2019 -Feb 2020

Summary:

- End to End Recruitment for IT Security, Infrastructure, SAP, Financial & Risk Regulatory, Enterprise Level team set up for India business.
- Managed hiring from lateral-mid -Leadership level hiring across all geographies & domains & across all divisions.
- Stakeholder management, cost optimization, recruitment strategies and methodologies.
- Involved in social media hiring /passive hiring strategies for hiring process.
- Involved in active and passive pipelining of candidates through different source mix like internal
- **Referrals, job posting, and different modes of talent finding tools.**
- Managed different types of sourcing methods: **Low-cost Country Sourcing, Global Sourcing, Prime/Sub Arrangements, Commonly Outsourced Services, Operational, Professional Services,**
- Manufacturing, Process Specific, Sourcing from Asian Countries
- Managed different sourcing tools & extensions for passive sourcing through different sourcing channels such as GitHub, google, stack overflow, seek out, dev.io, developer dB, Xing.

KPIT Technologies

Lead Talent Acquisition

June 2017– Oct 2019

Summary

- Increased average offers and placements per month and reduced offers declined
- An expert with head hunting, social media recruitment like Facebook, LinkedIn, GitHub etc.
- Developed and implemented recruitment processes/methodologies
- Managed external recruiting firms, vendors, and staffing partners
- Involved with Manpower planning and resourcing
- Implementing practices for sourcing, data management, team spirit and conflict management
- Remarkable achievements for meeting and fulfilling the critical requirements
- End to end recruitment from lateral, middle to leadership hiring across **all geographies (India, APAC, EMEA & US).**
- Worked on cost optimization and revenue generation from teams.
- Managed hiring from lateral-mid -Leadership level hiring across all geographies & domains & across all divisions.
- Talent Management and handled the team of **15-20 members.**
- Involved in **stakeholder, vendor, and team management.**
- ATS: Taleo, Talentoj

VERITAS Tech LLC

June 2016 – June 2017

Associate Recruiter, (Product Hiring Global)Summary

- Partner directly with Global Hiring team - Recruiters, hiring managers, technical interviewers, to identify and source the right candidates.
- Campus hiring for interns (summer interns & winter interns) through different institutes.
- Analyze, research, and understand requirements to identify qualified talent Build/maintain a pipeline of active/passive candidates, leveraging sourcing avenues
- Manage job postings and applicants
- Follow-up, scheduling, and coordination of interviews
- Full life cycle recruiting experience - understanding the job order, sourcing and qualifying the right candidates, handling negotiations, and closing deals.
- Supported passive and active sourcing through different Social Media Like LinkedIn, Google, Facebook, and Twitter.
- Supported global cooperate hiring for US, APAC and EMEA region for IT, Marketing, HR, Finance, G&A, Legal and Enablement.
- Advance Knowledge of Sourcing tools and techniques used for social media hiring for in-house cooperate
- ATS: Workday, Avature

Akrya Solutions Pvt Ltd, Pune

December 2013 – June 2016

Senior Technical Recruiter

Summary

- Worked on Job Orders for the primarily for client VMware/PG&E
- Other clients worked with: GAP Inc, eBay, PayPal, Symantec, LinkedIn, Kaiser Permanente

- Conduct in-depth [Technical and Non-technical] interviews for positions varying from technical to functional requirements.
- Source candidates using Internet-based sourcing techniques & Job boards: Dice, CareerBuilder, Monster, indeed, LinkedIn, Naukri.
- Full life cycle recruiting experience - understanding the job order, sourcing and qualifying the right candidates, handling negotiations, and closing deals.
- Conduct professional assessment and verification for skills, experience, availability, compensation, willingness to travel/relocate and overall suitability for the position.
- Managed hiring for India and US regions.
- Applicant Tracking System (ATS) used: Maxhire, Job Diva
- Prepare submittal documents for each shortlisted candidate and schedule interviews.
- Communicate with candidates throughout the hiring process.
- Maintain daily, weekly, and monthly submittal reports.

KV IT Solutions

Feb 2012 to Dec 2013

Senior Technical Recruiter

Summary:

- Worked on Job Orders for the primarily for client Verizon/McKesson/AT&T
- Clients Handled: Sempra Energy (US, DS, MS) ACS - Xerox, Verizon, Herbalife Commonwealth of VA, Virginia department of transport, etc., Micron, Visa for both APAC, India & US geographies.
- Managed candidate process - including pipeline recruiting, pre-employment references, and ongoing relationship maintenance of existing consultants
- Maintained job postings on external websites and channels, developed and prepared reports, and coordinated candidate interviews.
- Work on technical requirements and conduct primary sourcing and requirement-specific technical screenings. Sample job orders worked on .NET Developers, Java Developers, QA Testers, Database Administrators and Developers, Salesforce developers, architects & directors.
- Managed hiring from lateral-mid -Leadership level hiring across all geographies & domains & across all divisions.
- Responsible for finding, screening, and filling a wide range of technical positions, including Engineering, IT, Project Management, Hardware/Software Engineering and Design/Drafting
- Applicant Tracking System used: Bullhorn Staffing.
- Source candidates using Internet-based sourcing techniques: job boards, search engines, social networking tools, university alumni sites, blogs, local organizations websites, discussion groups, and public and proprietary resume databases.

Verve Global Services

Technical Recruiter

Nov 2010 to Feb 2012

Summary

- Worked on Job Orders for the primarily for client Oil & Gas Refinery, Power Plant, Manufacturing & Petroleum.
- Job Boards: **Job Street, CB, Monster, Monster Singapore, Naukri Gulf**
- Involved in preliminary screening and sorting by using different Recruitment Strategies like Searching through the Portals, Databases, Referrals and Head Hunting.
- Short listing candidates and scheduling interviews with the clients.
- Campus hiring for interns (summer interns & winter interns) through different institutes.
- Follow up with the candidates until they are on board.
- Understanding the Client's Organizational structure, Hierarchy and Business to enable a perfect fit.
- Supported the full cycle recruitment for Oil & gas, Manufacturing, Automation, IT, Telecom hiring for global platform with the use of active sourcing tools
- Managed hiring from lateral-mid -Leadership level hiring across all geographies & domains & across all divisions.
- Managed hiring for India, APAC and Gulf regions.