

## Karunkumar Chaugule

A Dynamic and results-oriented HR leader with over 6.5 years of experience in talent acquisition and management. Proven track record of developing and executing strategic recruitment initiatives to attract top talent and drive organizational growth. Skilled in leadership, team management, and stakeholder engagement, with a passion for fostering diversity and inclusion in the workplace. Adept at leveraging data analytics and technology to optimize recruitment processes and enhance candidate experience. Fluent in multiple languages, with a 97% response ratio on LinkedIn. Seeking to leverage expertise in talent acquisition to lead a high-performing team and drive recruitment excellence.

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### Notable accomplishment across the carrier

- In Oct 2020 Awarded by UDS as a **valuable contribution** for the company.
- Achieve 100% compliance score every financial year.
- Achieve and fulfil 98% **recruitment** as per client define **JDs**.

### Education & Credentials

- ▶ 2022: **Master Degree in MBA HR** from YCMOU University, Pune.
- ▶ 2015: **-Graduate in BSc. Maths** from, Solapur University
- ▶ 2012: **Secondary School** from DBF college Maharashtra Board Pune
- ▶ 2010: **High School**. From Shree Datta Prashala Pune Board

### Key Impact Areas

- Recruitment & Onboarding
- Recruitment Strategy Development
- Employer Branding
- Talent Pipelining
- Candidate Experience Enhancement
- Selection Process Optimization
- Diversity and Inclusion Initiatives
- Data-Driven Decision Making
- Talent Market Analysis
- Stakeholder Management
- Onboarding and Retention Support

### Soft Skills



## Professional Experience

Period	Organization	Designation	Reporting To
Apr 21 to Aug 22	Wipro	Administrator	HR Head
Jan 19 to Jan 21	Accenture	Senior HR	HR Head
Sept 17 to Jan 19	Knoah Solutions	Senior HR Executive	HR Manager

Sept 22 to Present: **Topsource Worldwide Solutions., Pune as Sr Talent Acquisition Specialist (AM).**

Key Result Areas:

### Recruitment & Onboarding

- ✓ Coordination in Manpower Planning, CTC Breakup Preparation,
- ✓ Salary negotiation, Issue Offer & Joining Letters.
- ✓ Handling Joining Formalities, Inductions.
- ✓ To Collect Employee Information, Statuary Compliance Forms,
- ✓ Educational, Experience, ID & Address Proof and Bank Related Documents.
- ✓ Official Email ID, Employee ID, ID card arrangement.

### Leadership and Team Management

- ✓ Provide strategic direction and guidance to the talent acquisition team, setting clear objectives and expectations.
- ✓ Foster a culture of accountability, collaboration, and continuous improvement within the team.
- ✓ Develop and mentor team members, helping them grow their skills and advance their careers.
- ✓ Lead by example, demonstrating professionalism, integrity, and a commitment to excellence in all aspects of talent acquisition

### Strategic Planning and Execution

- ✓ Collaborate with senior leadership to align talent acquisition strategies with the organization's overall business objectives.
- ✓ Develop long-term recruitment plans and short-term tactical initiatives to address current and future talent needs.
- ✓ Monitor industry trends, labor market conditions, and emerging technologies to inform strategic decision-making.
- ✓ Continuously evaluate and adjust recruitment strategies to optimize effectiveness and adapt to changing business requirements.

### IT and Non-IT Hiring for Domestic and Overseas

- ✓ Develop specialized recruitment strategies tailored to the unique requirements of both IT and non-IT positions.
- ✓ IT Positions – Java Developer, Full Stack Developer, Desktop Support Engineer, Senior Analyst- PHP, .Net Developer, QC tester – Manual and Automated, Python Developer and Head of Engineering Etc.
- ✓ Non IT Positions – Finance Director, Treasury Manager, Accounts Payable Assistant, AR Associate, GL Assistant, Accounts Associate, HR Executive, Head of People Management, Sales Manager, Business Developer Etc
- ✓ Partner with hiring managers and department heads to understand the specific skill sets and qualifications needed for each role.
- ✓ Leverage a variety of sourcing channels, including job boards, social media, networking events, and referrals, to attract top talent.
- ✓ Coordinate with international recruiters and immigration specialists to facilitate the hiring process for overseas positions, ensuring compliance with local regulations and visa requirements.

#### Recruitment Strategy Development

- ✓ Design and implement comprehensive recruitment strategies to address talent gaps and support organizational growth.
- ✓ Conduct thorough assessments of recruitment needs, market dynamics, and competitor practices to inform strategy development.
- ✓ Identify innovative approaches to talent acquisition, including diversity recruiting initiatives, employer branding campaigns, and talent pipelining strategies.
- ✓ Regularly review and refine recruitment processes to enhance efficiency, effectiveness, and candidate experience

#### Employer Branding and Talent Marketing:

- ✓ Develop and promote the organization's employer brand to attract top talent and differentiate it from competitors.
- ✓ Create compelling employer value propositions (EVPs) that highlight the company's culture, values, and opportunities for career advancement.
- ✓ Implement targeted talent marketing campaigns across various channels, including social media, job boards, career fairs, and industry events.
- ✓ Cultivate positive relationships with candidates and provide a seamless and engaging candidate experience throughout the recruitment process.

## Candidate Experience Enhancement

- ✓ Design and optimize recruitment processes to ensure a positive and seamless candidate experience from application to onboarding.
- ✓ Solicit feedback from candidates to identify areas for improvement and make necessary adjustments to enhance satisfaction.
- ✓ Provide timely and transparent communication to candidates regarding their status in the recruitment process.
- ✓ Ensure that all interactions with candidates reflect the organization's values and commitment to professionalism and respect.

## Data Analytics and Metrics Tracking

- ✓ Implement robust data analytics and reporting systems to track key recruitment metrics, including time-to-fill, cost-per-hire, and quality-of-hire.
- ✓ Analyze recruitment data to identify trends, patterns, and areas for improvement in talent acquisition processes.
- ✓ Use data-driven insights to make informed decisions, optimize recruitment strategies, and allocate resources effectively.
- ✓ Prepare regular reports and presentations for senior leadership, highlighting.
- ✓ recruitment performance and recommending actionable strategies for improvement.

## Diversity and Inclusion Advocacy

- ✓ Champion diversity and inclusion initiatives within the organization, promoting the recruitment and retention of diverse talent.
- ✓ Partner with HR and senior leadership to develop and implement diversity recruiting strategies and programs.
- ✓ Ensure that recruitment processes are inclusive and free from bias, and actively seek out opportunities to increase diversity in candidate pools.
- ✓ Monitor and track diversity metrics to assess progress and identify areas for further improvement.

## Stakeholder Management

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- ✓ Build and maintain effective relationships with hiring managers, department heads, HR business partners, and other internal stakeholders.
- ✓ Collaborate closely with stakeholders to understand their hiring needs, provide strategic guidance, and ensure alignment with organizational goals.
- ✓ Serve as a trusted advisor to senior leadership on talent acquisition matters, providing insights and recommendations to support decision-making.
- ✓ Communicate regularly with stakeholders to keep them informed of recruitment activities, progress, and challenges.

## LinkedIn Response Ratio and Rapport Building with Candidates in Multiple Languages

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- ✓ LinkedIn Response Ratio and Rapport Building with Candidates in Multiple Languages:
- ✓ Maintain a 97% response ratio on LinkedIn by engaging actively with potential candidates, responding promptly to messages, and building rapport.
- ✓ Leverage proficiency in five different languages to establish strong connections and effectively communicate with candidates from diverse backgrounds.
- ✓ Cultivate trust and credibility with candidates through personalized interactions, active listening, and empathy.
- ✓ Use language proficiency to conduct interviews, negotiate offers, and provide support to candidates throughout the recruitment process, ensuring a positive experience.
- ✓ Collaborate closely with stakeholders to understand their hiring needs, provide strategic guidance, and ensure alignment with organizational goals.
- ✓ Serve as a trusted advisor to senior leadership on talent acquisition matters, providing insights and recommendations to support decision-making.
- ✓ Communicate regularly with stakeholders to keep them informed of recruitment activities, progress, and challenges.

## Personal Details

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**Date of Birth:** 01<sup>st</sup> Apr 1994

**Languages Known:** English, Hindi, Marathi, Telugu & Kannada

**Permanent Address:** Survey no 209, Bhagirathi Nagar Hadapsar 411028 **Target Location:** Pune



