Golla Nagesh

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SUMMARY

- *I'm a recruiter who has 8 years of experience in 360 recruitment process and who gets a real buzz out of making new connections and identifying top talent. I have a passion for cultivating and promoting an exceptional candidate experience, with a natural ability to build rapport with clients and candidates quickly and genuinely.*

- *Accountable and Tenacious - Ability to complete and reach target especially in a highly pressured environment. Persistent, determined, committed; meets all deadlines; can re-prioritize activities as needed; with a never give up attitude until the job is completed to meet the needs of the business.*

- *Adroitness-Ability to learn quickly new scenarios and situations by relating an extensive knowledge base of my prior experience.*

- *Candidate Relationship Management – a dedication to regular contact with shortlisted candidates throughout the recruitment journey to maintain full commitment through to placement.*

- *Flexibility and adaptability- flexible and adaptable with work with different teams and willing to work in a challenging environment.*

- *Passionate People Person – a genuine desire to help candidates source their ideal role; build long-term relationships; strive for further referrals to add new candidates to the database for future roles and placements.*

- *Sourcing Market Intelligence – gleaning information from my candidate relationships to determine upcoming leads and roles within key client organizations to share across the business to drive new business Expert in Client Acquisition, client handling, candidate engagement, Sourcing, and Team Building. Specialties: Headhunting, Technical Screening, LinkedIn, InstaHyre, Naukri, Boolean Search, Social Recruiting, Internet &Database Sourcing, and Recruiting, X-Ray search and referrals.*

- *Good communication skills.*

EDUCATION

B.Tech/B.E (Full-Time) from JNTU, Anantapur, Andhra Pradesh.
Electronics and Communication Engineer (2008 – 2012).

EXPERIENC

Roppen Transportation Services Private Limited   Associate Manager 2   July 2021 to Till Date
We are India's largest bike-taxi platform, steadily venturing into Delivery, Auto, Rental, and more. Currently present in over 100 cities, we are growing close to 500% year-on-year with steady funding. We have changed the concept of intra-city travel and made last-mile connectivity affordable to all. Along with being the #1 choice of 10 million people, we have also built a solid captain base of over 5 million registered captains, who have bettered their lives with Rapido. As an employer, we provide a lot of ownership to our team members providing multiple avenues for them to grow within the company. You will only grow with us with the right balance of ambition, fun, and transparent work culture!

Responsible for,

- *Proficient in overseeing recruitment for IT and non-IT roles at every level, from entry-level to senior positions.*
- *Hiring Backend Engineers across all levels from (Junior to Lead, Architect and Engineering Manager), Data Engineer, Automation Engineer, Technical Support Engineer.*
- *Hiring Non-IT roles across all levels from (Junior to Lead, Manager, General Manager/Regional Manager), Associate Manager PR, Social Media, Content, BOE/Sr BOE, Discounting Analytics, Performance Marketing.*
- *Sourcing channels employed are Instahyre, LinkedIn Recruiter, Naukri, Referrals*
- *Collaborating with the business leaders and hiring managers in addressing their technology hiring needs across multiple product teams at Rapido*
- *Working closely with the Business heads, directors, hiring managers and supporting them strongly in closing all levels of positions with requisite & adequate skills within timeframes*
- *Strategizing hiring plans to ramp up hiring productivity.*
- *Fostering healthy relationships with the identified and offered candidates to ensure effective candidate engagement.*
- *And helping internal team members if any help required from myside to fill the other positions.*
- *And apart from Recruitment am taking caring of other projects like JD's Revamp, Pre-Onboarding and Recruitment tool kit..etc.*

Technologies (Sourcing profiles for): *Java/J2EE, Python, GoLang, Node Js, Open Source, Big Data/Hadoop Ecosystem, BA/DA ,..etc*

Good understanding of Back-end, Full-stack, Front-end/UI, Product, Senior/Leadership requirements.

Handled Internal recruitment for the below B2B and B2C teams
Engineering Team:
· *Backend Development – Java, Python, NodeJS, Microservices, Rest API, Golang*
· *Android Development – Microservices, Git Android, iOS, React Native, PhoneGap NodeJS, Java, MVP.*
· *Technical Support Engineering – SQL/MongoDB, Java, Python/ Bash Scripting, RestAPI, Postman tool, Microsoft Visual studio code tool, Jira ticket creation.*
Data Team:
· *Data Scientist & Operation Research – SQL, Python, R, Machine Learning, Big Data tools (Spark, Hadoop), AI*
· *Data Engineering – ETL, Hive, Hadoop, Spark, Scala*
· *Data Analyst – SQL, Python, R, Statistical modeling*
Non-IT Team:
Auto Team:
BOE/Sr BOE – Operations, Excel, Marketing, City geography
Associate Manager - Operations, Excel, Marketing, City geography, BTL Activations, Team mentoring
Reginal Manager/General Manager - City geography, Operations, Leadership skills, Supply, B2C
Marketing Team:
Content - Content strategy, Digital Media, Indian languages, Agencies, Short/Long form, Copy writing
Social Media – Social media strategy, Youtube/Twitter/Facebook/Instagram, B2C segment, Copy writing,
Public Relations - Corporate communications, Strategic thinking, PR Agency, PR campaign
Growth Team:
Retention Campaign Specialist – Growth CRM/CLM, Notifications (Push/Email/Whatsapp), Tools like Clovertap/Moengage/Webengage..etc,
Discounting & Analytics – Python, Analytics, SQL, PowerBI, Tableau, CRM tools such as CleverTap, Google Analytics, etc, Excel.
Performance Marketing - App Performance Marketing, A/B Testing, Campaigns, ROI, Marketing strategy

Pylon Management Consulting Pvt Ltd   *Senior IT Recruiter*   *Oct 2015 – July 2021*

- Management Trainee (Oct 2015 to Feb 2016)
- Staffing Specialist (Feb 2016 to Jan 2018)
- Sr Staffing Specialist (Jan 2018 to Feb 2020)
- Lead Staffing Specialist (Feb 2020 to July 2021)

Responsible for,
- End to end IT Recruitment
- Helping the clients: Market Research & providing data on CTC and talent availability in the market.
- Guiding, mentoring junior Recruiters, training them, conducting sessions on Technologies, IT Positions.
- Sourcing high quality profiles for technology/Engineering roles (Leadership, mid and junior levels).

I worked and closed the below mentioned positions:

- **Engineering:** *Head of Engineering/Technology (VP, AVP, Director levels), Engineering Manager, Architect/Sr Architect, EM Testing, Head of DevOps, PE, SDE-I, SDE-II, SDE-3, DevOps Engineer, SDET,QA,Engineer,..etc*
  Product/UX: *Head of Product, Sr Product Manager, Product Manager (B2B, B2C, Mobile, Cloud), UX/UI Designer (Head/senior/Junior)..etc*
- **Big Data/Data Science:** *Principal Data Scientist, Data Scientist (Senior/Lead/Junior), Big Data Architect,   Big Data Engineer, Hadoop Admin, Head of Speech/NLU..etc*
- **Other:** *Project Manager/Program Manager..etc*
- **Worked for Clients:** *PhonePe, BYJU'S, Flipkart, Amazon (AWS), Domino Data Lab, Rubrik, Reliance Jio (CoE_Big Data & Analytics, Jio Media, Jio Payments, Jio Cloud, Ajio.Com, Jio Prime), SAP Labs, VMware, Directi (Zeta), SAP Ariba, Walmart Labs, Embibe (Edu-Tech), Hike, Sprinklr, Informatica, Tapzo (Helpchat), Practo, Citi Bank, Morgan Stanley, Bidgely, Expedia, McKinsey, Jabong, Hortonworks, Infoworks, Target, Clumio, WhiteHat Jr,...etc*
- **Domains worked for (Sourcing/hiring):** *E-Commerce/Retail, Banking, Fin-Tech/Payments, Edu-Tech, AI &ML, Healthcare, Networking, Internet, Cloud, Storage, Data Platform providers, Virtualisation, Media, Travel, Services ..etc*
- **Technologies (Sourcing profiles for):** *Java/J2EE, Python, GoLang, Node Js, UI technologies (JavaScript, HTML, CSS, React, Angular...etc), Open Source, .Net, C++, Data Bases, DevOps & testing tools, Big Data/Hadoop Ecosystem, AI & ML ,..etc*
- *Good understanding of Back-end, Full-stack, Front-end/UI, Product, Senior/Leadership requirements.*

AWARDS & ACHIEVEMENTS
- *Won "Above and Beyond" annual award for 2023.*
- *Rapido Spot award for 3 times and 1 Gag Award.*
- *Won Naukri award for 2022 for the HR Team.*
- *Won 2 Superspido Award for "Mr Depndable and Drive for Results".*
- *Won "Pillar of Pylon" award for 2019, 2018 (given to top 4 employees out of 80 employees).*
- *Won Star of the Year award for 3 times (2016, 2017, 2020).*
- *Received Pylon "Special Incentive Plan" (received 5 times in 5 years)*
- *Pylon "On The Spot Achiever" (won 7 to 8 times in 5 years)*
- *Received appreciation from HR Heads/Sr TA of client.*