



**RAMYA DAS**



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## Talent Acquisition Professional



### Objective

*In Quest of challenging assignments with key focus on Leadership / Lateral Hiring / Talent Management / Human Resource Management.*

### Leadership / Lateral Hiring Expertise



### Scholastics

- **Professional Degree:** Pursuing Executive MBA with Specialization in Human Resources Management from Symbiosis Institute of Management Studies, Pune. India
- **PG Diploma:** Executive Development Program, Human Resource Management XLRI, 2022
- **Graduation:** Bachelor of Computer Application from Barkatullah University in 2008.

### Key Projects Handled

- Deployed to re-engineer Employee Referral and Pre-Employment Medical Examination processes for business across with Cummins India.
- Organized and managed D&I recruitment drives for pan India positions with Cummins India. The major outcome of the project was to hire for gender and candidates with special ability.
- Organized and managed functional i.e. Information Technology, Manufacturing, Supply Chain, Purchase and Quality recruitment drives.

**A Talent Acquisition professional with 9 Years 8 months experience** into end-to-end recruitment and client management.

Managed Leadership & Executive Search, Strategic, Proactive Hiring, Niche Skills and Lateral recruitment.

### Key Achievements:

Hired **Industry4.0** Manufacturing professional for a new initiative with the organization.

**Proactive Hiring** Search Initiation for Manufacturing, Purchase and IT Functions.

Diversity & Inclusion for Leadership roles.

Ability to think laterally, providing ideas and solution, creative approach to problem solving through use of excellent analytical Skills.

An enterprising individual with good interpersonal skills with strong analytical, comprehensive problem-solving abilities & a willingness to learn.

### **Organizational Exposure**

- **Worked with Realtime HR Resourcing Private Limited (deputed with client Smiths Group Plc) Since Feb 2020 to March 2022**

Role: Handled end to end recruitment cycle for 3 divisions within Smiths, i.e. Smiths Medical, Smiths Detection and Smiths Interconnect. The key job role was to handle client and to manage positions across business.

- **Worked with KornFerry International (deputed with client Cummins India Limited) Since May 2017 to Jan 2020**

Role: Responsible to manage external hiring for professional roles within Information Technology, Manufacturing, Purchase & Supply Chain functions. The role revolves as a Functional expert and an account owner within India ABO.

- **Worked with Executive81 HR Solutions Pvt. Ltd. as Sr. Consultant Since June 2014 to April 2017**

Role: Talent Acquisition, Leadership Hiring, executive search, lateral hiring, talent management.

- **Worked with Ashkom Media India as a Sr. Operations Executive since 24 Jan 2009 to Oct 2010**

Role: My responsibilities included screening, sourcing, salary negotiation, conducting reference check and on-boarding. Also was responsible for client servicing, client management.

### **Key Skills Hired**

**Information Technology:** Java, Salesforce, Drupal, Enterprise Architecture, Product Managers, Solution Architect, Big Data, BI Developer, Data Science.

**Purchase:** Sourcing, Strategic Sourcing Global Sourcing, Purchase Excellence, VPI, Functional Purchase roles.

**Supply Chain:** SCM Managers, Logistics, Transportation, CIP Procurement.

**Manufacturing:** Industry4.0, Manufacturing, Excellence, Maintenance Engineers, Project Management.

### **Leadership Hiring**

Part of hiring for **Chief Information Officer – Cummins India.**

Part of hiring for **Data Science Director – Cummins India.**

Part of hiring for **Purchase Leader – Cummins India.**

Part of hiring for **Big Data – Technical Consultant – Cummins India.**

I hereby declare that the above given information is true to the best of my knowledge. RAMYA

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