

ANKUSH GOKHE



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MANAGER TALENT ACQUISITION PROFESSIONAL

Strategic Talent Acquisition Leader with 15 Years of Expertise in Driving Recruitment Excellence, Leadership Hiring, and Process Optimization. Seeking a Talent Acquisition Manager Role to Deliver High-Impact Talent Solutions and Drive Organizational Success

STRENGTHS AND EXPERTISE

- Hiring Sourcing and Screening
 - Leadership & Diversity
 - End to End Recruitment
 - Niche & Passive Hiring
 - Market Intelligence
 - Bulk/Volume Hiring
 - Coaching & Mentoring Managers
 - Building Key Relationships
 - Leading & Inspiring Teams
 - Strategic & Planner
 - Employer Branding
 - Problem Solver
 - Talent Strategy
 - Campus Recruitment
 - Versed at MS Office
 - Logical & Analytical Thinking
 - Polished Communication Well
 - People Excellence Strategy
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PROFESSIONAL EXPERIENCE

Searce Inc - Talent Acquisition Manager

Aug 2024 - Present

Searce Incorporation specializes in cloud and AI-powered solutions as a top-tier Google and AWS partner, focusing on applied AI and cloud transformation for clients globally.

- Oversee hiring for advanced technical roles on GCP and AWS, including Gen AI, ML, Infrastructure, Solutions Architect, and Presales roles, spanning from Lead to Director levels.
- Collaborate with stakeholders across geographies, aligning on talent needs, progress updates, and hiring timelines.
- Lead and mentor a team of Senior Recruiters, ensuring the timely delivery of high-quality candidates while consistently meeting and exceeding KPIs.
- Drive recruitment strategy for niche skills within the cloud (AWS/GCP) and applied AI space, ensuring top-tier talent acquisition for critical roles like VP, Director, and Presales.
- Ensure alignment with organizational talent strategies, meeting hiring needs within strict deadlines and fostering a collaborative environment for continuous improvement.

Citi Bank - Talent Acquisition Manager

Jan 2023 - Jun 2024

- Handled the most demanding recruitment account at CitiBank, delivering high-impact results.
- Collaborated with hiring managers to tailor recruitment strategies to business needs.
- Participated in and led key projects, including Diversity Hiring, Employer Branding, and Market Intelligence initiatives.
- Developed data-driven recruitment strategies, engaging passive candidates and aligning hiring with business goals.
- Promoted employer branding through social media and industry events, enhancing candidate engagement.
- Analyzed recruitment KPIs to drive process improvements and optimize user experience.
- Sourced candidates through direct sourcing (60%), employee referrals (30%), and internal postings (10%).
- Specialized in recruiting for niche skills such as Big Data (Scala, Spark, Hadoop, Hive/HBase), Ab Initio, Java, SpringBoot, Angular (version 15+), React, GenAI, Data Analytics, Data Governance, AI/ML, IT Directors, VPs, and SVPs.
- Utilized ATS platform (Workday) to manage pipelines and ensure data accuracy.

Xoriant Solutions - Lead Talent Acquisition**Jul 2021 - Dec 2022**

- Streamlined recruitment processes across 8 regional offices, achieving an 8-day reduction in average time-to-hire.
- Directed a dynamic team of 5 recruiters and 2 interns, spearheading market intelligence and talent trend analysis.
- Executed in-depth candidate interviews alongside leadership to assess behavioral and cultural alignment.
- Implemented strategic recruitment interventions, slashing time to-hire by an impressive 40%.
- Fostered strong partnerships with department leaders to accurately gauge talent requirements, resulting in a 30% decrease in time-to-hire.

Atos -Assistant Manager - Talent Acquisition**Apr 2018 - Jul 2021**

- Managed two accounts in the healthcare domain, leading a team of five recruiters.
- Led end-to-end technical hiring for leadership and niche roles. Allocated work effectively and ensured the team met key performance indicators (KPIs).
- Collaborated with stakeholders to provide progress updates and address hiring challenges.
- Prepared detailed reports for hiring managers, tracking recruitment progress and metrics.
- Managed escalations and resolved recruitment issues in a timely manner.
- Strategically forecasted talent pipelines to meet future hiring needs.
- Provided market intelligence to inform and enhance hiring strategies.

PeepalSYS(Product Organization) - Lead Talent Acquisition**Jan 2017 - Feb 2018**

- Managed a team of 5 recruiters and hired a core development team for inhouse product

WebINTENSIVE(Product Organization) - Recruitment Executive**Apr 2013 - Dec 2016**

- Conducted quality recruitment for a product organization, sourcing candidates from Tier 1 & Tier 2 colleges and premium organizations.
- Successfully hired for backend technologies such as Java, Python, .NET, Node, Angular, and React, as well as non-technical roles including Business Analysts and Customer Success Managers.
- Managed campus recruitment drives across India to hire fresh graduates.
- Oversaw employee engagement initiatives, onboarding processes, and exit formalities.
- Prepared and analyzed attrition reports and managed performance management processes.
- Handled documentation and maintained accurate records using Excel for reporting purposes.

Infosys - Recruiter**Apr 2009 - Dec 2012**

EDUCATION**Bachelor Of Computer Science
Amravati University****Apr 2005 - Mar 2008**