

SB

SURAJ BONDE

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Summary

Seasoned Talent Acquisition Leader with over 16 years of progressive experience in building, scaling, and leading talent acquisition teams within high-growth, dynamic, and technology-driven environments. Proven track record of developing and executing recruitment strategies and processes across multiple regions, collaborating with all levels of management to meet business objectives. Skilled in fostering a collaborative team environment centered around candidate care and service excellence, resulting in the timely delivery of diverse talent. Adept at developing and implementing meaningful KPIs and metrics to optimize processes, technology, and resource allocation. Possesses strong technical acumen and utilizes a data-driven approach to formulate recruitment strategies and drive decision-making. Reliable Manager demonstrating high level of ownership and initiative. Possessing exceptional work ethic and desire to go above and beyond to exceed company expectations. Offering knack for building productive working relationships. Successful in fast-paced, deadline-driven environments to manage goals and team development. History of thriving in team-oriented environments.

Skills

- Talent Acquisition
- Systems & Process
- Team Management
- Leadership Hiring
- Employee Referral
- Program Budgeting
- Compensation & Benefits
- Performance Management
- Onboarding
- Strategic Decision-maker
- People Manager & Mentor
- Planner & Implementer
- Communicator & Listener
- Collaborator & Presenter

Experience

Privacera India | Pune
Manager - Recruitment
08/2022 - 01/2024

- Established and led a high-performing recruitment team, including hiring, training, and mentoring recruiters and sources to support organizational hiring objectives
- Developed comprehensive hiring plans and strategies to meet all recruitment needs, including volume hiring, niche skill sets, and senior leadership positions
- Implemented initiatives to create a wow recruiting experience for candidates and hiring managers, ensuring a seamless and positive recruitment process
- Collaborated with leaders and hiring managers to understand hiring needs and develop tailored recruitment plans
- Orchestrated leadership and candidate meetups, as well as weekend/weekday recruitment drives to enhance candidate engagement and pipeline development
- Produced analytical and well-documented recruiting reports to provide insights into recruitment performance and inform decision-making processes
- Formulated and executed plans to enhance branding and candidate reach across various social media platforms, including LinkedIn, Glassdoor
- Acted as a company advocate, creating marketing documents, write-ups,

and decks to showcase the organization's cutting-edge work and attract top talent

- Managed relationships with local Recruitment partners and other vendors, ensuring alignment with recruitment goals and SLAs
- Optimized recruitment operations by strategically utilizing a mix of in-house recruiters and other recruitment vendors to maximize efficiency and cost-effectiveness
- Personally handled recruitment for senior roles, from sourcing and screening to scheduling interviews and facilitating onboarding processes in collaboration with the onboarding team
- Provided mentorship and development opportunities for the recruitment team, fostering their professional growth and performance excellence
- Designed and executed a university relations strategy, driving campus programs for graduate and intern hiring to cultivate a pipeline of future talent

Searce Co-Sourcing Services Private Limited | Pune

Manager - Talent Growth

01/2022 - 08/2022

- Developed comprehensive hiring plans and strategies to meet all recruitment needs, including volume hiring, niche skill sets, and senior leadership positions
- Created monthly reports for senior management summarizing operational performance metrics.
- Developed and implemented strategies to increase customer satisfaction and loyalty.
- Coached, mentored and trained team members in order to improve their job performance.
- Assessed team member's skillsets and assigned tasks accordingly for optimal efficiency.

Coditas

Talent Acquisition Lead

02/2020 - 01/2022

- Had dual responsibility of Campus Hiring and Senior hiring
- Managed communication between internal stakeholders during the recruitment process.
- Provided guidance regarding compensation packages to ensure competitive offers are made to successful candidates.
- Developed and implemented recruitment strategies to attract qualified candidates from Engineering Colleges
- Conducted interviews with candidates, evaluated qualifications, and provided feedback to hiring managers.
- Maintained accurate records in the applicant tracking system throughout the recruitment process.

GlobalStep | Pune

Sr. Talent Acquisition Specialist

02/2017 - 11/2019

- Conducted full-cycle recruitment processes for senior-level positions, including sourcing, interviewing and onboarding.

Reva HR Solution | Pune, India

CEO

07/2015 - 02/2017

- Started the consulting firm from Scratch
- Acquiring client base, setting up the team and fulfilling the requirements
- Created and maintained relationships with key stakeholders, including customers.
- Developed and implemented strategic business plans to increase company profitability.

KPIT Cummins Infosystems Limited

Recruiter

02/2010 - 02/2015

Persistent
Recruiter + Training Coordinator
06/2007 - 01/2010

Zentrum and Makers
Senior Consultant
08/2006 - 06/2007

The Resource Chip
Resource Executive
09/2005 - 07/2006

Education

NMIMS deemed University
Educational Development- DHRM in HR

Websites, Portfolios and Profiles

- www.linkedin.com/in/surajbonde/

Personal Information

- Age: 40
- Date of Birth: 12/07/82