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#### *PROFILE SUMMARY:*

Overall 12+ Years of experience and 10+ Years exclusively in Tech Recruitment.

Skilled in Program, Stakeholder & Conflict Management.

Strong experience of hiring different technologies, Business & Job families.

Hands on Vendor Management & Operational Management.

#### *EXPERIENCE DETAILS:*

##### *Sapper Software & D-Three : Lead Tech TA - Jan 2023 to Feb 2025*

Successfully onboarded talent across diverse roles, including Data Science, Backend, Frontend, DevOps, and Technical Program Management (TPM).

Streamlined the entire Tech recruitment process by defining interview competencies for various tech job families in collaboration with the CTO and aligning them with organizational requirements.

Spearheaded campus hiring efforts by recruiting SDE-1 candidates through NIT Warangal placements.

Established a structured tech job family and hierarchy with clearly defined grades to standardize role classifications.

Negotiated and secured sourcing portals like Instahyre and LinkedIn Recruiter at reduced costs, optimizing the recruitment budget.

Initiated market mapping and developed budgets for each tech role, ensuring balanced CTC corrections to maintain market competitiveness.

Conducted interview calibration sessions with bar raisers to ensure a consistent and uniform evaluation process.

Onboarded and managed vendors for contract roles, negotiating favorable terms and ensuring seamless collaboration.

##### *OYO Rooms: Senior Tech Recruiter: - Feb 2021 to July 2022*

Recruited across various tech job families, including Applied Scientists, Machine Learning Engineers, Data Scientists, Data Engineers, SDE II/III/IV, Engineering Managers (EM), Senior Engineering Managers (SEM), Principal Engineers (PE), and Senior Technical Program Managers (TPM).

Partnered with multiple business units, managing the entire recruitment lifecycle from requirement gathering to successful closure of positions.

Created MIS reports to track progress and provide clear visibility to stakeholders, ensuring transparency and data-driven decision-making.

Managed and collaborated with external vendors, maintaining alignment and accountability to meet hiring goals.

Led and mentored a team of two recruiters, supporting their development and ensuring successful hiring outcomes.

**Key Achievements:** Successfully closed multiple senior to mid-level positions in AI/ML and senior leadership roles within Tech Engineering.

#### *EPAM: Senior Recruiter: - Feb 2020 to Feb 2021*

Led recruitment efforts for Java practice, focusing on Java Backend, Full Stack, and Tech Lead roles from sourcing to onboarding.

Managed and presented staffing data through the internal staffing portal, ensuring accurate tracking and reporting.

Worked closely with Staffing, Practice, and Delivery teams to align recruitment strategies with business needs.

Managed vendor relationships to optimize sourcing efforts and meet hiring goals.

Took responsibility for hiring and mentoring junior recruiters, contributing to their development and success.

#### *OYO Rooms: Senior Associate- Technology Hiring (Dec 2017 to Jan 2020)*

Did end to end recruitment starting from Mapping, Sourcing, Shortlisting, pre-screening, scheduling interviews, salary negotiations, offer closing, employee engagement till on boarding.

Partnered with the CXO team to recruit for senior technology leadership positions

Got an opportunity to work for OYO China Tech set up and hired for multiple roles. Managed hiring prioritization meetings to stay on track with plans.

Built and mentored an internal tech recruitment team, enhancing team capabilities and efficiency.

Worked with the central team on CTO requirements, focusing on closing senior product and engineering leadership roles within defined timelines.

Developed and implemented hiring strategies to meet technology leadership needs, ensuring timely and successful recruitment outcomes.

#### *Wenger & Watson: Consultant - Tech Hiring (Feb 2016 to May 2017)*

Provided strategic plans and support to clients based on their event calendars, ensuring alignment with expectations and executing recruitment drives effectively.

Conducted extensive mapping, including company, institution, and ideal candidate mapping.

Trained the team on advanced sourcing techniques, such as LinkedIn Recruiter and market mapping, to enhance their effectiveness.

Utilized research methodologies, including Google Extensions, to obtain contact details.

Worked with major clients including Amazon, OLA, Flipkart, PayPal, and Swiggy, with a significant focus on Amazon's requirements.

Successfully closed various positions with Amazon, including Senior Technical Program Manager (Sr. TPM), SDE II, SDE I, Quality Assurance Engineer (QAE), Software Development Engineer in Test (SDET), and Web Development Engineer II (WDE II)

#### *New Era India (en world): BDE & Sr. RE - Tech Hiring (July 2014 to Feb 2016)*

Managed end-to-end recruitment with a primary focus on IT requirements for product-based companies.

Engaged with clients both in person and over the phone to thoroughly understand and address their hiring needs.

Maintained strong relationships with client points of contact (SPOCs) to secure additional business opportunities.

Executed all aspects of recruitment, including sourcing, screening, interviewing, and evaluating candidates.

Reviewed and understood technical job requirements, created detailed job descriptions, and conducted research on new and niche technologies.

Prepared and maintained recruitment trackers, as well as weekly and monthly reports on

recruitment and new joiners.

Demonstrated consistent performance in achieving set targets and acquired new clients, including CDK Global, ADP, and Support.com.

Directly managed recruitment for clients such as Yatra, CDK Global, and others.

#### *SOTL: Market Researcher (March 2013 – Feb 2014)*

Monitored the progress of research projects, analyzing and interpreting data to identify patterns and develop solutions, including evaluating surveys and focus group transcripts.

Promoted business using various social networks such as Facebook, Twitter, Google+, and LinkedIn.

Coordinated appointments with corporate companies to drive business development.

Contributed to the International Institute of Business Development Managers (IIBDM) project, with a major focus on digital marketing and social media marketing.

Gained experience in setting up and managing Twitter accounts, crafting effective and engaging tweets, creating LinkedIn company pages, and establishing YouTube channels for video content.

#### *EDUCATION DETAILS:*

MBA in Telecom & IT Business from ISTTM Hyderabad (2010-12)

B.Tech(ECE) from SITS, JNTU, Khammam(2006-10)