

BHEEMASHANKAR NASHI 📍 Roopena Agrahara, Bommanahalli, Bengaluru – 560068

☎ +91 7829935974 | ✉ bheemubg2@gmail.com | 🔗 [LinkedIn](#)

SUMMARY

Experienced recruiter with 6+ years of end-to-end recruitment expertise spanning both IT and Non-IT industries. Demonstrated proficiency in sourcing, selecting, and building candidate pipelines across diverse sectors including IT, Banking & Finance, Manufacturing, Engineering, and Automotive. Skilled in utilizing Candidate Management Systems (CMS) and Applicant Tracking Systems (ATS) alongside leveraging job portals such as Naukri Recruiter, LinkedIn Recruiter, and Indeed. Adept at managing databases, conducting interviews, and coordinating with hiring managers. Proven ability to maintain robust relationships with candidates and clients while excelling in documentation and onboarding processes. Recognized for achieving annual contest goals and providing mentorship to junior recruiters.

CORE SKILLS

Stakeholder Management | Candidate Pipeline Development | Salary and Benefits Negotiation | Recruitment Strategy | Diversity and Inclusion | Team Collaboration | Process Improvement | Communication Skills | Problem Solving | Strategic Planning | Market Analysis | Client Relationship Management | Collaborative and Interpersonal Skills

TECHNICAL SKILLS

Talent Acquisition | Recruitment Life-cycle Management | IT and Non-IT Hiring | Talent Management | Team Management | Candidate Management System (CMS) | Applicant Tracking System (ATS) | Gen AI for Recruiting | Basic Workday Knowledge | LinkedIn Recruiter | Naukri | MS Office Suite (Excel, Word, PowerPoint) | Job Posting and Advertisement | Vendor Management | Market Mapping | Employer Branding | Employee Referral Program | Candidate Assessment | Sourcing Strategies | Phone and Virtual Interview | Employee Engagement | Onboarding and Documentation Process | Data Management | Pipeline Generation

WORK EXPERIENCE

Senior Executive – Talent Acquisition


Photon Interactive Pvt. Ltd., Bengaluru

📅 09 Dec 2024 – Present

- Handle end-to-end recruitment for digital and niche tech roles, especially in Java applications, leadership positions, and data engineering.
- Collaborate with VPs, AVPs, product owners, and delivery heads from Indian enterprise clients to understand hiring needs and project priorities.
- Work as an individual contributor within the TA team, independently managing requisitions while closely coordinating with internal stakeholders.
- Lead project-based hiring drives for digital transformation roles, supporting fast-paced teams with quick turnaround expectations.
- Use market research and talent insights to shape sourcing strategies and improve hiring outcomes.
- Manage recruitment operations using tools like Oracle HCM and Jira, and regularly share hiring dashboards with business stakeholders.
- Ensure a smooth and timely candidate experience, owning all communication, follow-ups, and offer negotiations.
- Support diversity hiring initiatives and contribute to process improvements to reduce time-to-hire and enhance hire quality.
- Coordinate with HR operations and delivery teams to ensure seamless onboarding and compliance for new hires.

Senior Executive – Talent Acquisition


RLE India Pvt. Ltd., Bengaluru

 **12 June 2023 – 5 Dec 2024**

- Led a team of four recruiters, offering regular support, clear guidance, and tracking their performance to make sure we consistently met our hiring targets.
- Served as the main point of contact for the Ford Motors hiring project, acting as a bridge between our recruitment team and the client's stakeholders.
- Took ownership of hiring for both tech and non-tech roles, making sure we delivered quality candidates who matched the business needs.
- Helped the team boost productivity and increase candidate engagement by around 60% through regular follow-ups, setting weekly goals, and sharing what worked best.
- Rolled out AI-based screening tools for the team, which cut down our initial screening time by half and allowed us to focus more on finding the right fit.
- Reviewed team progress often, shared hiring dashboards with senior leaders, and supported recruiters in handling challenging roles and understanding client expectations.
- Handled sourcing strategies and built strong pipelines for both bulk hiring and niche roles, using Naukri, LinkedIn, and internal referrals.
- Coordinated end-to-end virtual interview processes, making sure scheduling and feedback flows were smooth for both internal and client teams.
- Built solid working relationships with hiring managers, account heads, and delivery teams to keep recruitment aligned with project timelines.
- Trained and supported junior recruiters on sourcing, evaluating candidates, and handling offers—helping reduce overall time-to-fill.
- Managed vendor partnerships, negotiated terms when needed, and ensured timely submission of profiles for high-volume hiring.
- Continuously looked for ways to improve how we worked by studying data, identifying delays, and tweaking our process for better results.
- Played an active role in meeting diversity hiring goals, handling ramp-up drives, and ensuring smooth onboarding for new joiners.
- Kept leadership informed with daily and weekly updates, raising flags early and adjusting hiring plans when needed to stay on track.

Senior Recruiter

Allegis Group, Bengaluru

 **18 July 2019 – 09 June 2023**

- Managed the end-to-end recruitment process within the MSP model, working closely with account managers to meet client expectations.
- Understood client requirements by focusing on key hiring needs and providing tailored talent solutions aligned with business objectives.
- Engaged with key stakeholders, including account managers and hiring managers, ensuring clear communication and alignment on hiring strategies.
- Built strong relationships with stakeholders to foster smooth communication and ensure recruitment efforts met business needs.
- Provided regular updates on candidate progress, promoting transparency and addressing any concerns throughout the recruitment process.
- Collaborated with stakeholders to meet specific talent requirements, aligning recruitment solutions with client business goals.

- Pipelined potential candidates for future roles, keeping them engaged and informed about upcoming opportunities.
- Sourced candidates through multiple channels, including Naukri, LinkedIn, referrals, internal databases, and pipelines, building a strong candidate pool.
- Conducted phone and virtual interviews to assess candidates' skills, interests, and career goals.
- Set up virtual meetings with candidates to discuss company culture, work environment, and employment benefits.
- Qualified candidates using interviews, online tests like HackerRank, and technical evaluations by existing employees.
- Coordinated technical interviews with panels, ensuring candidates met the necessary technical requirements.
- Maintained regular communication with stakeholders, providing updates on candidate progress and addressing any concerns.
- Followed up with candidates throughout the recruitment process, keeping them informed of feedback and next steps.
- Managed all documentation and onboarding formalities, ensuring a smooth transition for new hires.
- Released offers and ensured smooth onboarding, facilitating a seamless transition for candidates into their new roles.
- Provided tailored recruitment strategies that aligned with the unique needs of stakeholders and the business.
- Focused on creating a positive candidate experience, ensuring candidates felt valued and supported from initial contact through onboarding.
- Maintained accurate recruitment data, providing regular reports and updates to supervisors on the progress of recruitment activities.

Technical Roles & Tech Stacks Hired For:

- **Backend:** Java, Spring Boot, Python, Node.js, Mainframe (COBOL, JCL, DB2)
- **Frontend:** Angular, React.js, Vue.js
- **Full Stack:** Java Full Stack
- **Cloud & DevOps:** AWS, Azure, GCP, Kubernetes, Docker, Terraform, Jenkins
- **Data & Analytics:** Data Engineers, Data Scientists, Big Data (Hadoop, Spark), ETL Developers, Power BI, Tableau
- **QA & Automation:** Selenium, Cypress, Appium, Postman, JMeter
- **ERP & CRM:** Salesforce Developer/Admin, SAP (ABAP, FICO, CRM, SD, MM), ServiceNow
- **Project & Leadership Roles:** Technical Architects, IT Program Managers, IT Leads, Scrum Masters, Product Owners
- **Others:** UI/UX Designers, Business Analysts, Solution Architects

Key Problems Solved for Customers

Low Quality of Hires

- Introduced AI-driven screening tools and improved evaluation methods to boost hiring accuracy and reduce mismatched profiles.

Lack of Niche or Tech Talent

- Closed challenging roles in areas like Java Full Stack, Data Engineering, and DevOps by using focused sourcing strategies and smart talent mapping.

Poor Candidate Experience

- Took full ownership of candidate communication—from first contact to onboarding—ensuring timely updates and a smooth, engaging experience throughout.

Ineffective Stakeholder Collaboration

- Acted as the single point of contact for key accounts like Ford Motors, helping align hiring efforts with business needs and keeping communication clear between teams.

Unstructured Hiring Processes

- Brought structure to hiring by setting team goals, tracking progress regularly, and standardizing interview coordination making the process faster and more efficient.

Weak Employer Branding

- Strengthened the employer image by improving how candidates experienced the hiring journey and supporting branding efforts across channels.

CERTIFICATIONS

- SAP Business One and SAP FICO – CAST, Mangalore (2019) – Scored 74%
- Generative AI, Recruiting, and Talent Acquisition – Project Management Institute
- Managing Project Stakeholders – Project Management Institute
- Employer Branding – Hrist.com
- Becoming a Recruitment and Selection Specialist – Udemy
- ChatGPT for HR – Great Learning Academy

EDUCATION**MBA in Human Resources Management**

Mangalore University, Karnataka – 2019

Bachelor of Computer Science

Gulbarga University, Karnataka – 2017