MOHAMMED ASIF SOHAIL

Lead Technical Recruiter | Account Manager

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Summary

Over 10years of experience in full life cycle of technical recruitment working with professionals across Software Engineering, ERP systems (SAP, PeopleSoft, Oracle EBS all modules), DevOps, Data Engineering, AI/ML, Cybersecurity and etc. Extensive experience working with Citizens, GC Holders, H-1Bs H4-EADs, OPT & CPTs on W2, Corp-Corp & 1099. Enhanced quality of hire by 35% by refining technical screening processes, aligning closely with hiring managers, engineering leads, and CTOs to ensure strong technical depth and cultural alignment. Reduced time-to-fill by 40% by implementing proactive sourcing strategies using tools like LinkedIn Recruiter, GitHub, Stack Overflow, Boolean/X-ray search, niche job boards, and cloud-native developer communities. Increased client retention by 25% through consistent delivery of vetted, niche tech talent and by offering tailored recruitment solutions across Cloud (AWS, Azure, GCP), Data (Snowflake, Hadoop, Kafka), MLOps, cybersecurity domains & etc. Built and maintained scalable talent pipelines to support fast-growing tech teams and digital transformation initiatives across sectors like SaaS, FinTech, and HealthTech, leading to faster time-to-productivity and reduced hiring costs. Delivered a 95% offer-to-acceptance ratio by managing candidate journeys with transparency, providing real-time market intelligence, and nurturing relationships through consistent engagement and negotiation. Collaborated directly with Hiring Managers and Talent Acquisition Leaders via phone, email, and video, ensuring alignment on technical requirements, SLAs, and delivery timelines. Successfully supported direct clients, Tier-1 vendors, and MSP/VMS models (e.g., Fieldglass, Beeline, WAND, IQNavigator etc.) across USA, ensuring compliance with delivery protocols and SLAs. Strong command of sourcing and engagement techniques, including Boolean logic, Xray/GitHub sourcing, Google advanced search, and social recruiting via LinkedIn, Twitter, and Discord, supplemented by referral programs and talent & market mapping. Proven ability to negotiate and close top talent in competitive markets while maintaining longterm relationships with both clients and candidates post-placement, contributing to repeat business and talent redeployment. Experienced working on Contracts, Contract to hire, and Permanent Full-time positions. Experience with ATS - Applicant Tracking Systems like Greenhouse, Bullhorn, HubSpot, SuccessFactors, Salesforce, Workday, Jobdiva, Taleo, CEIPAL & Zoho etc. Experienced hiring potential candidates for both IT and ERP Cloud, Data Security/Engineer, (AI/ML) Artificial Intelligence AI, Machine Learning ML, Oracle Apps/Oracle E-Business Suite(EBS) and SAP modules, Java/J2EE, .Net, QA Testing, BAs/PMs, Telecom/Mobile technologies - Android, iPhone, IOS, Cloud, BigData, Networking, Engineering (Electrical Engineers, Semiconductors, Microchips, Virtual Reality, etc).

Work Experience

Lead Technical Recruiter | Account Manager   November 2023 - October 2025

Bond Consulting

- Building and maintaining strong relationships with clients and stakeholders.
- Conducting client consultations to develop tailored hiring strategies.
- Advising clients on market trends, salary benchmarks, and candidate availability.
- Ensuring compliance with employment laws and maintaining up-to-date market knowledge.
- Responsible for Sourcing, Pre-Screening, Negotiating, Validating, and submitting the quality profiles of the candidates with references to avoid dual submission and rejection.
- Headhunting top industry talent for Junior, Mid and High-level opportunities.
- Partnered with hiring managers, engineering leads, and CTOs to understand technical requirements and define hiring strategies.
- Managed end-to-end recruitment lifecycle for roles in Software Engineering, DevOps, Cloud, Data, AI/ML, ERP, and Cybersecurity.
- Created and executed sourcing strategies using LinkedIn Recruiter, Boolean/X-ray search, job boards, and tech platforms (GitHub, Stack Overflow).
- Screened and assessed candidates for technical and cultural fit, focusing on modern tech stacks (Java, Python, AWS, Docker, Kubernetes, etc.).
- Coordinated and scheduled interviews, gathered structured feedback, and managed candidate communications throughout the process.
- Delivered a high offer-to-acceptance ratio by aligning candidate motivations with role requirements and managing salary negotiations.
- Built and maintained robust talent pipelines to support future hiring needs and reduce timeto-fill.

- Provided clients with regular updates on candidate pipelines, market trends, salary benchmarks, and hiring metrics.
- Worked with direct clients, Tier-1 vendors, and MSP/VMS models, ensuring service-level agreements (SLAs) and delivery timelines were met.
- Maintained ATS hygiene and candidate records using platforms like Greenhouse, Lever, Workable, and Ceipal.
- Supported employer branding initiatives through targeted outreach, job descriptions, and social media campaigns.
- Acted as the primary point of contact for clients, ensuring strong relationships, issue resolution, and repeat business.
- Consulted clients on workforce planning, diversity hiring, and competitive positioning in tech talent markets.
- Participated in client calls, quarterly reviews, and hiring strategy discussions to align recruitment with business objectives.
- Updating the candidates & leads on the feedback from clients.
- Taking care of entire paperwork once the candidate is offered.

Account Manager/Lead Technical Recruiter
November 2022 - April 2023

Presto Software Solutions
- Developing strategies to be successful for the allocated Direct Client/Implementation Partner accounts.
- Developing and maintaining client relationships with the relevant hiring managers, Recruitment coordinators and MSP/VMS coordinators
- Provide a channel and point of contact for clients, Managers, Recruiters, and candidates by offering the highest level of services/solutions.
- Work closely with the recruitment team and ensure that we are meeting the client quality expectations and the weekly/monthly metrics/goals.
- Involve in End-to-End Recruitment Life Cycle right from receiving the requirements till closing them and post placement follow-ups.
- Training, managing and leading a team of 8-12 Recruiters.
- Assigning the top and high-priority requirements to the team members daily.
- Lead and train team members to make sure the submission rate is maintained with goodquality resumes.
- Work closely with the Recruitment managers to anticipate requirements and identify quality resources.

Account Manager/Lead Technical Recruiter
September 2020 - October 2022

V-Soft Consulting
- Interaction with the top management to set the goals and targets for the team.
- Achieving personal and team monthly and annual recruiting targets set by the company.
- Follow the full recruiting cycle and get the desired results from the team members.
- Determine applicant skill matrix by studying job duties and job requirements and clearly explaining to the team.
- Training the team on Boolean search strings with tight parameters to ensure the right fit the first time.
- Training, mentoring and motivating team members to form a compatible and growth-oriented working environment.
- Manage and motivate the team members to give their best on a daily basis.
- Sourcing, screening and short-listing of resumes from the Job boards (Dice, Monster), database and references.
- Initial technical phone screening of the candidates submitted by the team members prior to submitting to the Recruitment Managers/Clients.
- Working extensively on W2 (w/benefits and no benefits) and Corp-Corp tax terms for contract positions.
- Dealing mostly with US Citizens, GCs, EADs, H1Bs (Including H1 Transfers) and OPTs.
- Working closely with the Recruitment managers to anticipate requirements and identify quality resources.
- Coordinating with the Recruiters and candidates to schedule interviews of the candidates with the clients.
- Convincing the candidates to sign the Representation/Consent Agreement before scheduling interviews.
- Keep candidates and Recruiters posted with the feedback from the clients.
- Taking care of the entire paper work after the candidate is placed.
- Post placement follow-ups with the candidates.
- Preparing & submitting weekly/monthly reports of the team to the Management.

IT Lead Recruiter
June 2018 - September 2020

Vsion Technologies
- Handling a team of recruiters to support our Clients/Vendors etc.
- Manage full lifecycle recruitment for Contract positions, Contract to Hire Positions, Full-Time positions

- Established, built, and maintained relationships with Managers, Client hiring managers, and Team members to meet talent needs.
- Sourcing resumes via job boards, internal database, Social media, candidate referrals, networks.
- Correspond with candidates and consultants to coordinate and conduct interviews.
- Screen Candidates/Consultants based on their qualifications, make sure they are the right match for the position, negotiate Hourly Rate/Salary, signed pre-interview documents, Prepare background check, submit resume to the client Hiring Managers, Prepare Candidate/Consultant for the client interview, extending offer, closing Candidate/Consultant.
- Developed strong relationships with the CEO, Managers, Client Hiring Managers, and with the team.
- Mentored and Coached New Recruiters and Recruiting Team.

IT Lead Recruiter
October 2011 - May 2018

Tekishub Consulting Services

- Screening of resumes, interviewing and short-listing of candidates and scheduling interviews of the short-listed candidates with Clients. Finding the suitable profiles to requirements and Coordinating interviews with short listed candidates.
- Database maintenance.
- Negotiate Hourly Rate/Salaries and client coordination.
- Work with prospective candidates and maintain relationships.
- Use of various job boards like Tech fetch, Monster, Dice, etc....
- Deliver qualified candidates within the least time possible
- Screening, Validation and short-listing the candidate for the in-house recruitments and Client requirement as well.
- Posting and sourcing resumes on various portals.
- Responsible for planning, coordinating interviews and conducting selection processes.
- Supported the Enterprise Services group with full life cycle recruiting that starts with sourcing till sending out an Offer letter, closing and on-boarding new hires with the company.
- Recruited to fill positions in various technical areas like SAP, Oracle, Microsoft Technologies, JAVA, Networking, Business Analyst, Project/Program Managers, QA testers etc.
- Successfully hired middle level, senior SAP and other ERP candidates for both the consulting and production support organization.
- Attended status update meetings with various accounts/hiring managers on daily basis.
- Developed and maintained candidate pipeline through direct sourcing, referrals, contact networking, extensive use of Linkedin.com, blogs, user groups and other job boards as monster, indeed, CareerBuilder etc.
- Also, requesting vendors and clients periodically for rate progressive enhancements with an emphasis on companys profit margin.
- Understood job descriptions of various Information Technology needs in terms of specific Information Technology/software skills
- Develop strong relationships with clients in order to determine and understand their prospective needs.
- Assisting the management team derive strategies for improving business in slack market times.
- Excellent performer, open to direction and Collaborative work style and commitment to get the job done.
- A resourceful, solution-focused professional with excellent interpersonal and rapport-building skills.
- Was responsible for achieving the targets personally and team wise.
- Handled daily and weekly status calls, during which key performance issues of the team are identified, discussed and straightened.

Sr. IT Recruiter
May 2009 - September 2011

ITechUS, Inc.

- Full lifecycle recruiting included sourcing candidates, screening them, submitting to senior management, follow up and closing candidates. This was in conjunction with tracking and documenting all the steps.
- Weekly status update meetings with the hiring managers to prioritize and follow up.
- Consulted with hiring managers and Project Managers to determine skills needed and staffing requirements.
- Placed high-end technical professionals in the area of Information Technology Industry in contract and full- time positions.
- Effectively recruited candidates through Internet research, internal database, referrals, networking, and other strategies.
- Responsible for checking references, negotiating terms and rates for each project, coordinating the interview process, extending offers, and closing candidates.
- Performed extensive recruiting for Senior Software/Database Developers with heavy focus on technologies.

- Filtered through and reviewed completed candidate profile/resumes and evaluated applicants work history, education and training, job skills, desired salary/hourly rate, and personal qualifications against open requirements.
- Made initial contacts, scheduled and conducted full cycle interview, reference checked and submitted for the matching position.
- Negotiated salaries and hourly rates, extended offers of employment to successful candidates and filled all the necessary paper work after the hire.
- Prioritized clients requirements in a high-volume, time-sensitive environment to meet deadlines.

Network Administrator   April 2004 - January 2009

Alu Nasa Aluminium Industry

- Responsible for performing a wide range of Network Administration duties which include Installation, Debugging, Maintenance & Upgrades.
- Maximizing network service uptime.
- Mentoring junior staff in best practice& practicality
- Giving over the phone, email & remote support as and when required.
- Administering a Microsoft Windows server network of Servers.
- Resolving network operational issues.
- Installing &testing server software on a variety of platforms.

Education

Bachelor of Computer Application (B.C.A)   1999 - 2002

Osmania University   73.4%

Skills

Technical Skills

Software Engineering | ERP systems | SAP | PeopleSoft | Oracle EBS | DevOps | Data Engineering | AI/ML | Cybersecurity | Cloud | AWS | Azure | GCP | Data | Snowflake | Hadoop | Kafka | MLOps | Networking | Oracle Apps | Oracle E-Business Suite(EBS) | SAP modules | Java/J2EE | .Net | QA Testing | BAs/PMs | Telecom | Mobile technologies | Android | iPhone | IOS | BigData | Electrical Engineers | Semiconductors | Microchips | Virtual Reality | Recruitment Sourcing | Talent Management | Pre-Screening | Validating | Scheduling Interviews | Screening interviews | Submitting | Closing & Follow-ups | Boolean logic | Xray search | GitHub sourcing | Google advanced search | Social recruiting | LinkedIn | Twitter | Discord | Referral programs | Talent mapping | Market mapping | Contracts | Contract to hire | Permanent Full-time positions | Applicant Tracking Systems | ATS | Greenhouse | Bullhorn | HubSpot | SuccessFactors | Salesforce | Workday | Jobdiva | Taleo | CEIPAL | Zoho | MS Office | Excel | PowerPoint | Outlook | Job Boards | Monster | Career Builder | Dice | Indeed | Lever | Workable | Social Media | Python | Docker | Kubernetes | Oracle | Microsoft Technologies | JAVA | Networking | Business Analyst | Project/Program Managers | QA testers | Information Technology | Excel | LinkedIn Recruiter | Cyber Security | ChatGPT for HR | Operations & Performance Management | Digital Marketing | Tech Recruitment | Talent Agilitics | Employer Branding | Oracle | Hardware Networking Administration | Auto CAD 3D

Tools and Software

LinkedIn Recruiter | Boolean search | X-ray search | GitHub | Stack Overflow | MS Office Suite | Word | Excel | PowerPoint | Outlook | Monster | Career Builder | Dice | Indeed | LinkedIn | Job Diva | Ceipal | Zoho | SuccessFactors | Salesforce | Workday | Greenhouse | Lever | Workable | Fieldglass | Beeline | WAND | IQNavigator | SAP | PeopleSoft | Oracle EBS | AWS | Azure | GCP | Snowflake | Hadoop | Kafka | Java | Python | Docker | Kubernetes | Android | iPhone | IOS | Auto CAD 3D

Recruitment & HR

Technical Recruiter | Account Manager | Full life cycle Recruitment | Sourcing | Talent Management | Pre-Screening | Validating | Scheduling Interviews | Screening interviews | Submitting | Closing & Follow-ups |

Resource Management | Contract Management | Orientation and on-boarding | Salary/Compensation Negotiations | Client Relationship Management | Hiring strategies | Market trends analysis | Candidate sourcing | Technical screening | Cultural fit assessment | Interview coordination | Feedback collection | Candidate communication | Offer negotiation | Talent pipeline development | Time-to-fill reduction | Reporting | Workforce planning | Diversity hiring | Employer branding | Headhunting | End-to-End Recruitment Life Cycle | Team training and management | Performance metrics | Boolean search strings | US Citizens | GC Holders | H-1Bs | H4-EADs | OPT | CPTs | W2 | Corp-Corp | 1099 | Representation/Consent Agreement | Paperwork management | Post placement follow-ups | IT Recruitment | Account Management | Technical Interviewing | Negotiation | Offer Extension | Onboarding | Cyber Security | ChatGPT for HR | Digital Marketing | Tech Recruitment | Talent Agilitics | Employer Branding

Language(s)

English, Urdu, Hindi, Telugu

Native speaker

Certification

Certified in Excel with LinkedIn Recruiter Assessment

Certified in Cyber Security

Certified in ChatGPT for HR

Certified in Operations & Performance Management

Certified in Digital Marketing

Certified in Tech Recruitment

Certified in Talent Agilitics

Certified in Employer Branding

Certified in Oracle

Certified Hardware Networking Administration

Certified in Auto CAD 3D