

Contact

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Top Skills

Talent Acquisition

Onboarding

Vendor Management

Certifications

Diploma in Computer Secretarial
Course

PAPI - behavioral analysis

ICP - Interview Certified Panelist

Vimal Vijayaraghavan

Senior Talent Acquisition Specialist at Amazon
Bengaluru

Summary

I'm a computer science Engineer turned Talent acquisition professional. The passion for building recruitment strategies and closing the un-closeable positions clearly define me. Identifying Talent and attracting them towards appropriate positions gives me the "high".

I thrive in rapidly growing, innovative organizations and I'm passionate about technology and aim to build strong, long-term, mutually beneficial relationships with candidates and clients.

I'm a Passionate and committed Recruiting leader with 10+ years' experience building, inspiring and delivering results-based high performing teams and recruiting solutions for massive growth, global brands.

Specialities:

Developing & Managing high performing teams

Product Development hiring, Technology Hiring

Hiring for Research Labs and Non-Tech requirements

Experience in documentation and implementation of Contract Staffing.

Recruitment Process Improvement

New Policy Creation, Process Optimization and Recruitment strategy development

External and Internal Employment Branding

Innovation in hiring through Tech Talks, Contests and Events

Experience

Amazon

Senior Talent Acquisition Specialist

September 2019 - Present (1 year)

Bengaluru, Karnataka, India

End to End Recruitment for Tech as well as Non Tech requirements

Market research and Social Media sourcing undertaken
Stakeholder management and reporting
Working on positions ranging from Support Engineers to Software Development Managers etc.

Conviva

Talent Acquisition Specialist

February 2019 - August 2019 (7 months)

Bengaluru Area, India

Managing and enabling the Recruitment function for Coviva India.
End to end recruitment processing for Conviva Engineering and Non-Engineering requirements.
Stakeholder management and In charge of Branding and advertising for Conviva Recruitment.
Direct interactions with Hiring managers and committees for India.
Managing recruitment with a Coordinator.
Enabling complete ATS compliance and governance (Job-Vite)

Aconex

Talent Acquisition Lead

September 2016 - September 2018 (2 years 1 month)

Bengaluru Area, India

- Headed the complete Recruitment function Aconex India
- Stakeholder Management and interactions with Head of Engineering and Director of Technology
- Team Management and Branding activities in terms of Recruitment
- Direct Sourcing, Employee Referral, Vendor Management and Social Media Sourcing Specialist
- Recruitment Strategy and Planning
- ATS management using Taleo and Workday
- Talent Mapping and Competitor mapping

Google

Team Lead - Talent Research via CTS

January 2015 - September 2016 (1 year 9 months)

Bengaluru Area, India

- Talent Mapping and Competitor Mapping
- Pre-sourcing activities for USA hiring
- Team Management with team size of 30 researchers/recruiters
- Talent Research based on Diversity, Location, Skill and Experience

- GHire updation and mangement (Google's ATS)
- Social Media sourcing and Ethical Stalking of Passive candidates
- Manage team escalations, grievances and one-on-one discussions.
- Auditing

PA Consulting Group

Human Resources - Recruitment

January 2014 - January 2015 (1 year 1 month)

Bengaluru Area, India

- Managing Complete Recruitment function for India and MiddleEast
- Contract as well as Full Time Placements
- Stakeholder Management and Recruitment Events participation
- Vendor management, Evaluation and Performance Monitoring
- Managing Recruitment and Application Tracking via Peoplesoft
- Recruitment Cost Analysis, Recruitment Tracker and Manpower planning templates.
- Industry mapping experience in the Middle East, APAC and USA markets

Wipro Technologies

Senior Executive Talent Acquisition - Strategic resourcing

September 2010 - January 2014 (3 years 5 months)

Bangalore, India

- Contract Staffing for 4 Major Business Units
- Recruiting for APAC, EMEA and AMERICAS market
- Stakeholder management and business unit accountability
- Vendor Management, Evaluation and Identification coupled with Vendor Appraisals
- Identify Bottlenecks in complete recruitment process and Eliminate them
- Analyzing trends and deriving analysis on future forecasts for the demand.
- Synergy housekeeping (Wipro ATS)
- Campus Recruitment and Workforce Management

Webtek solutions

IT - Project Delivery Manager & HR Generalist

March 2010 - September 2010 (7 months)

Coimbatore, India

- End to End Recruitment
- Startup Setup
- Team Management
- Sourcing, Talent Mapping and Competitor Analysis

- Overall Operations control for Coimbatore location

Datacom Connect

IT - Hiring and Training executive

September 2008 - May 2009 (9 months)

Melbourne, Australia

- # Recruitment, short listing and initial interview screening processes.
- # Obtaining candidate's resume via job portals and matching them to the requirements.
- # Hiring candidates based on their performance in the interview screening process and generation of offer letters as well as employee contract terminologies.
- # Conducting initial level training procedures for newly joined employees and setup of training dates and timings.
- # Maintaining Employee attendance for the period of training and reporting it back to the MIS.
- # Evaluate employee's performance during the training period as well as after and supply the data to the appraisal evaluation team.
- # Employee relations coordination.
- # Maintaining a strong official rapport with the client (TELSTRA).

Nous Infosystems

IT recruitment executive

October 2006 - July 2007 (10 months)

Coimbatore, India

- Recruitment, short listing and initial interview screening processes.
- Obtaining candidate's resume via job portals and matching them to the requirements.
- Processing of end-to-end H1b Visa process for the candidates.
- Identifying right requirements for the candidates selected and scheduling interviews for them accordingly.
- Maintaining constant touch with tier one vendors as well as clients for easier placement opportunities.
- H1B bench marketing plus profile sourcing for client requirements.
- Optimising the US professional services process.
- Support and assistance to BD team.

Education

La Trobe University

MIB, International Business · (2008 - 2009)

Anna University

B.E, Computer Science and engineering · (2002 - 2006)

Bharathi Matric

HSC, maths, physics, computer science · (2001 - 2002)

Mani higher secondary school

SSLC · (1997 - 2000)