

# Dhanya Pasupalan

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## Professional Summary

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Technical Recruiter with 4+ years of experience in full-cycle recruitment across IT and healthcare domains. Strong expertise in technical sourcing, candidate engagement, and stakeholder coordination. Proven ability to reduce time-to-fill, manage high-volume pipelines, and support international hiring processes while delivering high candidate satisfaction.

## Core Competencies

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- Full-Cycle Recruitment
- Technical Sourcing
- Boolean Search
- Candidate Engagement
- Stakeholder Management
- Interview Coordination
- Recruitment Reporting
- Healthcare & International Recruitment

## Professional Experience

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### HR Recruiter

Jan 2024 – Present

B-GHUD, Mavelikkara, Kerala, India

- Led international recruitment for nursing professionals across the UK, New Zealand, and Ireland; placed 50+ candidates.
- Built partnerships with 15+ agencies and healthcare institutions, increasing placement opportunities by 40%.
- Managed end-to-end candidate lifecycle including counseling, licensure, certification, and visa documentation.
- Streamlined compliance workflows, reducing processing time by 30% while maintaining regulatory adherence.
- Assessed 200+ candidates to align qualifications and career goals with suitable international roles.

### Technical Recruiter

Jan 2021 – Apr 2023

CONNECTORSHR Consulting, Bengaluru, India

- Delivered full-cycle recruitment for software, data, and IT infrastructure roles; closed 35+ positions.
- Reduced time-to-fill by 25% using proactive sourcing via LinkedIn Recruiter, Naukri, job boards, and Boolean search.
- Built and maintained a pipeline of 500+ qualified IT professionals through sourcing and referrals.
- Partnered with hiring managers to finalize requirements, job descriptions, and interview structures.
- Tracked hiring metrics including time-to-fill and source effectiveness; improved recruitment quality by 20%.
- Coordinated interviews, offers, and onboarding documentation with a 90% offer acceptance rate.

### Human Resources Associate

Oct 2018 – Dec 2020

White Oval Business Solutions, Thiruvananthapuram, India

- Supported recruitment and client relationship initiatives contributing to 20% revenue growth.
- Collaborated with sales and marketing teams to align talent solutions with client objectives.
- Managed client portfolios and expanded business partnerships through direct engagement.

## Education

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### MBA – Human Resources Management

2016 – 2018

MG University, India

### BTech – Electronics & Communications Engineering

2012 – 2016

Kerala University, India

## Technical Skills

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**Recruiting Tools:** LinkedIn Recruiter, Naukri, Job Boards, Boolean Search

**Software:** MS Excel, Word, PowerPoint, Google Workspace

**Specialization:** Technical Recruitment, Healthcare Staffing, International Hiring