

**SHILPA PERIWAL**  
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**OBJECTIVE:** To be successful in every role that my profession demands and refine my skills in my work environment.

**Summary:**

- I have accomplished professional with 10 years of experience in Talent Acquisition. Throughout my career, I have developed expertise in various areas including Client Management, Service Delivery Management, Employee Engagement, Training & Development.
- In terms of industry knowledge, I possess a strong background in both IT and Business Consulting. This diverse experience has provided me with a solid understanding of Business Requirement gathering, Business Process flow, Business Process Modelling, and Business Analysis. I am well-versed in identifying and aligning business needs with talent acquisition strategies, ensuring the right candidates are sourced and selected to meet organizational objectives.
- One of my notable achievements is working with major Fortune 500 companies, where my team and I successfully filled roles across a wide range of technologies, industries, and regions. This experience has equipped me with the skills to manage clients from various sectors including IT, BFSI, Manufacturing & Engineering.
- In addition, I possess advanced knowledge of several software and tools that are integral to talent acquisition. I am proficient in working with VMS portals such as Fieldglass and Webpipl, which streamline the vendor management process. Furthermore, I am well-versed in utilizing popular job boards including Naukri, Dice, Monster, CareerBuilder, Indeed, and CareerOne, to effectively attract and engage top talent.
- Throughout my career, I have been recognized for my strong communication skills, strategic thinking, and ability to build and maintain relationships with clients, candidates, and stakeholders. I am dedicated to delivering exceptional service and exceeding client expectations.
- Overall, my extensive experience in Talent Acquisition, coupled with my expertise in Client Management, Service Delivery Management, Employee Engagement, Training & Development, and my in-depth understanding of business processes, make me a valuable asset to any organization seeking a highly skilled and results-oriented professional in this field.

**WORK EXPERIENCE:**

**First Connect Solutions Pvt. Ltd.**

**Delivery Manager (Strategic Accounts)**

**March 2020 to Present**

- Handling end to end recruitment lifecycle for the IT System Integration, cloud, SAP practice.
- Direct interaction and collaboration with key stakeholders, hiring managers and leadership to ensure the recruiting strategy is aligned with the overall business strategy
- Participate with hiring managers and recruiting leaders to develop plans for sourcing and recruiting strategies – Live Sourcing Sessions and Co Sourcing Sessions.
- Extensive experience with high volume recruitment of a variety of generic, niche and super niche skilled IT professionals across multi-disciplines for nationwide requirements
- Participate in feedback meetings with hiring managers and the interview panel post interviews / drives.

- Monitoring and continuously improving key recruitment metrics (conversion/decline ratios, etc.) that have an impact on business, identifying trends and gaps to enable quick and easy decision-making
- Creating and publishing recruitment data/ reports to the stakeholders for strategic use
- Analyzing business requirements and maintaining an optimum source mix for hiring talent
- Provide ongoing support to the leadership team on human resources related practice.
- Handling RPO with client where each client had around 10+ recruiters onboarded.

**Clients: Vodafone, Winwire Technologies, JK Techno soft, Sears holdings, Ivy Comptech, Incedo Inc., Mindtree. USt Global.**

### **SkyOnn Technologies**

#### **Account Manager (Strategic Accounts)**

**Aug 2015 to March 2020**

- Risk hiring & Telecom lead for Vodafone, responsible for managing talent requirements across cities with a span of 8 resources.
- Building a sustainable reporting mechanism for planned reviews with business, internal teams and HRAs.
- Part of Talent Acquisition Transformation project - key initiatives completed are enhancing the candidate experience during interview process, training hiring managers on “Raise the Bar on Talent”
- Responsible for campus hiring strategy for both engineering and management campuses.
- Acts as a single point of the contact for the employees and managers in the business unit.
- Recruits personally the key talents for the internal client
- Acts as the performance improvement driver and provokes positive changes in the people management and Facilitates the management team to bring best solutions for employees
- Acted as a trusted advisor to business leaders for all their talent acquisition needs and Negotiation on Client Front.
- Support the on boarding and activation process for Joining Candidates.
- Evolve Account mining & penetration strategies to achieve business targets and increase organization's share and meet assigned expectations on business profitability. **Client – Vodafone, Sears holdings, Forgeahead Solutions.**

### **KIA Business Solution Pvt Ltd.**

#### **HR Generalist**

**Feb 2015 to Aug 2015**

- Recruitment: complete cycle of recruitment.
- Joining formalities.
- Performance appraisals & Payroll
- Ensuring HR policies and procedures are up-to-date and being implemented.
- Monitoring Leave, absences, holidays, employee records.
- Team building and employee engagement activities.
- Counselling and exit interviews.
- Update & advise Managers on potential issues in their respective teams based on different team dynamics. Provide assistance to managers to help contain attrition. Ø Recommending action plan for correcting problems / issues

**Flexisales Marketing India Pvt Ltd.****Sr. HR Executive****July 2014 to Feb 2015**

- Responsible for end-to-end recruitment across volume, lateral & leadership hiring.
- Ensuring that whole recruitment process goes through multiple security checks successfully made in defined manual and automated recruitment process.
- Executing out-station CAMPUS hiring activities as well as local hiring events.
- Co-ordinate the manpower planning and sourcing, recruitment and selection to get the right person for the right position through Job Portals, Vendors, Referrals, Social media & other networking sites.
- Managing all Lateral positions and closing them at zero cost .
- Using Social Media & Experimenting on Various Platforms for Recruitment.

**IPLACE LIMITED****RECRUITER****AUG 2013 – Feb 2014**

- Working as a US based recruiter. Deal with the client in the US and recruit people in US for IT companies.
- Duties included sourcing, identifying, recruiting and assessing candidates as well as tracking and monitoring internal recruitment processes utilizing a variety of applicant tracking websites like Monster, Dice, Career-builder, Daxtra.
- Sourcing methods included direct sourcing, networking and data-mining research.
- Create candidate summaries and format resumes to be submitted to the client as necessary.
- Received professional training in Recruiting.
- Managed recruiting process including – screen, test, interview, and candidate management and quality hires.
- Working experience in dealing with W2 candidates.
- Placed high-end technical professionals in the area of Software Developer, Architect, Program Manager, Business Analyst, Network Engineer, Wireless Engineer, Project Manager etc.
- Using and updating internal application tracking system from sourcing to joining Ø Thoroughly phone-screening all candidates before recommending to the hiring manager Ø Establish relationships with consultants/contractors in specified region.
- Coordinating and scheduling the interview process with client's Hiring manager through sales team.
- Develop an effective pipeline of key talent potentially available for immediate hire as succession planning needs dictate.

**Clients – AT&T, Ericsson, Siemens. Nexus.****IT SKILL SET:**

- Basic knowledge of all operating systems Windows XP, windows 7.
- MS Office
- Understanding of TA KPIs/Metrics High on relationship and consulting Ø Data Analytic Storyteller Action Orientation.