

# Rajalakshmi Subramani

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## Summary

Talent Acquisition Specialist.

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## Experience

### Talent Partner

Quantiphi Analytics • Bangalore, Karnataka

08/2022 - Present

- Partnering with Hiring Managers and determining the requirements to ensure an effective and efficient Recruitment Life Cycle.
- Day to day Sourcing the profiles from various job boards, Boolean
- Strings and Google X-ray search and screening the profiles further to schedule the interviews with the Hiring Manager.
- Performing in-person and phone interviews.
- Performing background or reference checks.
- Coordinating with the hiring managers for a smooth onboarding.
- Maintain relationships with vendors and manage the activities through follow-ups and frequent feedback.
- Coordinating with Stakeholders to build a positive relationship and gaining insights as per the business requirements and ongoing process

### Sourcing Specialist

Aditi Consulting (Deployed to Microsoft) • Bangalore, Karnataka

04/2022 - 06/2022

- Proven work experience as a Sourcing Specialist to support the recruiting team and help to place qualified candidates faster.
- Searching social networks and portfolio sites to identify potential candidates, sending recruiting emails, and organizing an effective employee referral system with great communication skills.
- Responsible for building a strong talent pipeline for our company's current and future staffing needs.

### Senior Process Executive/ Talent Researcher.

Cognizant Technology Solutions (Deployed to Google) • Bangalore, Karnataka

11/2018 - 04/2022

- Supported APAC & EMEA Region Technical hiring for the US for Google (Software engineers, Software development in Test, User Experience, etc.)
- To create a pipeline for future positions by proactively mapping passive Google-caliber candidates
- for various junior and mid-level positions with Tech & Non-Tech requirements like Software engineers, Software development in Test, User Experience, Site Reliability Engineers, Technical Program Managers, Product Managers, etc. globally.
- Developed target sourcing strategies to attract top-level engineering talent by utilizing Boolean
- strings, internal systems, web/image searches, Open-Source sites, professional (LinkedIn), and social networks.
- Researched, mapped, and mined talent – potential leads via Open Web and other external social networks to create a talent pool for Google
- Use a variety of tools and resources to source, identify and map the best talent across a range of markets and sectors
- Source and contact software engineers (machine learning, front-end, back-end back-end, embedded, iOS, and Android) from target companies and target universities.

- Actively and proactively (future pipeline) generated and delivered high-quality candidates by strategizing, identifying, researching, and sourcing a high-caliber pipeline while meeting aggressive hiring goals as a team.
- Researched, mapped, and mined talent – potential leads via Open Web and other external social networks to create a talent pool for Google
- Responsible for maintaining accurate, updated, and compliant information on the candidate management system.
- Responsible for building a strong pipeline of passive candidates and engaging them based on current trends and future projections.

## Associate Consultant

CareerNet Technologies • Bangalore, Karnataka

07/2016 - 09/2018

- Sourcing, Staffing, Screening, Short Listing candidates sourced through job portals, and validating their experience and interest in the role.
- Was Deployed as an RPO in Wipro, CGI client (Volvo)
- Identifying the right candidates with the required skill set and experience and making sure that they match the requirement as per the job description.
- Following up with the interview panels and keeping candidates in the loop on the interview process.
- Negotiation with the candidates facilitates the recruiter for a smooth offer to the candidate.
- Initiating recruitment drives on Weekends, end-to-end responsibility from posting on the Job portals to coordinating and to offer release.
- Screening the profiles of team members and delivering to specific spot at client-side.

## Human Resources Intern

Capgemini • Bangalore, Karnataka

02/2016 - 05/2016

- Sourcing for all business needs.
- Scheduling shortlisted candidates.
- End to End Co-ordination, interacting with the business units

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## Certification

LinkedIn Rockstar Program – Recruitment

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## Education

## Bachelors of Business Management

Bangalore University • Bangalore, Karnataka

08/2011