



Swati Gupta

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Noida

Role

Senior Manager-Talent Acquisition

Industry Experience

11.10 Years

Core Competencies

- Product Hiring
- Process Improvement Initiatives
- Bulk and Niche hiring
- Stakeholder Management
- Data Analysis
- Skills Mapping & Market Intelligence
- Social Media Recruiting

Domain/Industry Knowledge

- AI/ML Data Solution
- SaaS Supply Chain Tech
- SaaS Healthcare Data
- Robotics Technology
- Automotive and Executive Search

Education

- MBA (HR) from GBTU,2011
- BBA from Lucknow University,2009

Executive Summary

- Dynamic and goal-driven Talent Acquisition Professional with 11.10 years of proven track record in handling recruitment for diverse business functions in B2B SW SaaS-based setups.
- Partnering with the CxOs team for **headcount planning**, budgeting, and hiring approach, interfacing with the global team, and supporting emerging business units.
- Mentoring team of **Recruiters, RPO, and Vendors** to maximize the contribution to hiring and overall growth.
- Executed Campus/Intern hiring plan from tier-I, II, III colleges across Business Units.
- Strong sourcing exposure and Leadership hiring through social media, and JobBoards Internal Channels. Implemented and worked on ATS like Greenhouse, Darwin Box, Zoho Recruit, Success Factor & People Strong.
- Effective **consulting/Stakeholder Management skills** in working with CxO levels to set recruiting expectations, develop an effective sourcing strategy, evaluate candidates, and provide competitive market analysis.
- Publishing Dashboard and the weekly reports on hiring status to the Business Leader, Managers and Stakeholder Management to manage customer/partner expectations through a deep understanding of return on investment
- A dynamic go-getter with multi-tasking abilities and highly nurtured interpersonal, analytical, and presentation skills; ability to relate with people at all levels of business and management.

Key Accomplishments

- Setting up teams from scratch and acting as a talent partner for **AI-ML/Technology Team & Data Engineering Team, Product Management, GTM** (BD/PreSale/Sales/Alliances, Marketing & Customer Success), and **Solutions & Implementation** teams.
- Recruitment Partner for **APAC (Singapore & India), Americas, Europe Team**
- Effectively maintaining SLAs like cost per hire, cost of hire, source mix, improved offer acceptance rate from 60% to 80%, reduced time-to-fill by 45 days for the BU, talent experience
- Successful Implementation of ATS and setting up **PEO services** for Non-entity Global hiring & Vendor Management
- Recruitment Process re-engineering, digitization, and revamp of career site and referral portal
- Promoting internal sources **like IJP and Employee referral** to reduce the sourcing cost
- Identified Opportunities and executed multiple **TA Initiatives** to deliver outstanding results like: Effective Onboarding Plan & 30-60-90 days connect, DEI Initiatives, Employer Branding, Candidate connect & engagement, and Candidate experience.
- Building up Global teams from inception for various functions.
- Leveraging **Data Analytics and Market Intelligence** to provide relevant insights to Senior Leadership Team/Stakeholders on Strategic Hiring, Industry trends, and competitor benchmarking.

Professional and Industry Experience

iMerit Technologies, Noida _ Sr. Manager-Talent Acquisition_ **Aug 2022- Till Date**
FarEye Technologies, Noida _ Manager-Global Talent Acquisition_ **Sep 2020-Aug22**
Innovaccer Analytics, Noida _ Assistant Manager-Talent Acquisition_ **Nov 2019-Jul 20**
GreyOrange, Gurugram _ Senior Talent Acquisition Specialist_ **Sep 2015-Nov-19**
Magneti Marelli, Manesar _ Recruitment Executive_ **Feb 2014-Aug 2015**
Omam Consultant, New Delhi _ Consultant_ **Nov 2011-Feb 2014**