

## Ramya M

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### Professional Synopsis

- ✓ A Passionate professional with adeptness in Recruitment Analysis, Leadership Hiring, Stakeholder Management, Data Analysis, Trend Analysis, Market Intelligence, cost-effective implementation techniques.

### Professional Summary

#### Professional Experience:

##### **Philips as a Talent Intelligence Consultant Sep 2021 – Oct 2022**

Talent insights, MIS Reporting and Analysis, Stakeholder Management, Analytical support, Designing Dashboards, Storytelling, Competitive Intelligence, Market Intelligence, Talent Analysis, Skill Analysis,

##### **Job Description**

- Designing strategies with Leadership with respect to prioritizing accounts and helping the Recruitment team, Internal Stakeholders in opportunity identification
- Develop competitive intelligence reports via Power point presentations
- Developing visual stories and suggestions on Talent Information for Leadership
- Providing Weekly, Monthly and ongoing projects on Company profiling and Trend Analysis to the Leadership team
- Report talent trends and strategy analysis by mapping competitor landscape for potential merger and acquisition targets
- Analysis of talent supply & demand, cost, risk, existing company presence and feasibility to sustain future growth.
- Adjusting talent acquisition strategies by understanding the movement of talent across employers, industries, geographies and identifying shifts in skills.
- Benchmarking Analysis of understanding the company compared to the external market - including diversity representation, talent movement, and talent management.

##### **Photon Infotech as an Assistant Manager Oct 2019 – Feb 2021**

Leadership Hiring (Delivery Operations/Solution Architect/Transformation/Mobilization/Business Excellence), recruitment, Stakeholder Management, Team Management, Vendor Management

##### **Job Description:**

- Providing recommendations based on Market Intelligence and competitive mapping
- Experience in recruiting passive candidates, understanding the fitment through market research
- Creation of Weekly and Monthly Performance Dashboards and reports on Talent and Sourcing data
- Planning, Sourcing, interviewing organizing and executing hiring of candidates within tentative date of closure
- Build and maintain potential candidates in pipeline for recurring positions
- Individually managing executive level stakeholders both local and remote
- Data mining candidates from jobboards, LinkedIn, Google, internal recruiting databases, individual database
- Managing vendors and providing inputs on the open positions, facilitating them in identifying the suitable Candidates

##### **Accenture as an Analyst Apr 2015 – Nov 2018**

Resource Management, Volume Hiring, Talent Mapping, Applicant Tracking Systems, Technical-Non IT- BFSI Recruiting · Hiring, Tracking Business requirements, MIS Report Maintenance

##### **Job Description:**

- Analyzing various recruitment techniques with Market Intelligence to incorporate Ideas
- Discussing the Talent pool data on open requirement with the internal stakeholders and provide insights on business challenges
- Publishing Dashboards on daily and Monthly basis with KPIs on the performance of the team

- Creation of Hiring Plan and Tracking the same with Visuals on weekly and monthly to endure the closure of demands
- Developed a pilot team on Analyzing the Quality and generating a continuous dashboard for real time course correction
- Accountable for closure of demands based on TDOC and attrition of the team
- Manage and coordinate recruitment drives
- Internal Hiring for Contractors and Laterals to ensure smooth Process
- Co-ordinate and providing one on one connects with the Hiring team and the lead for improving the sourcing techniques and presentation to improve the hiring process

#### **Hinduja Global Solutions as a Senior Executive Jun 2014 - Apr 2015**

Lateral Hiring, Market Intelligence, Technical-Non IT-Hiring, MIS Report Maintenance

##### **Job Description:**

- Providing information on Talent pool with the business Partner and Hiring managers
- Managing the daily and weekly reports on the Sourcing data
- Handling a team of three members which is responsible for a hiring of a business unit.
- Responsible for the daily operations of the talent acquisition team
- Responsible for the overall closures of the team
- Handling leadership and entry level requirements
- Responsible for all hiring related reports
- Handling multiple vendors across India for permanent and contractual recruitment
- Responsible for sharing critical requirements with the vendors based on the team's bandwidth and hiring plan

#### **CSS CORP as a HR Executive Dec 2010 - Oct 2013**

Lateral Hiring, Volume Hiring, Vendor Management, Stakeholder management, Market Intelligence, Technical-Non IT-Hiring, Reporting

##### **Job Description:**

- Tracking the MIS for recruitment related activities for all the Business Units
- Sharing Market Intelligence report for the hiring plans
- Tracking Sourcing Channels performance and Maintaining Employee reference data
- To understand the requirement thoroughly by discussing with the concerned Group Heads and Senior Project Managers and decide the plan of action.
- Independently handled critical hiring for project, worked on fulfillment of team and individual target..
- Screening, short listing, mapping skills with existing requirements, interest check, scheduling interviews, Salary negotiations, final closure
- Regular calls with members of the leadership team regarding talent identification

#### **Catch Consulting International as a Team Leader- Leadership Hiring**

**Jun 2009 - Dec 2010**

##### **Job Description:**

- Recruiting for Non - IT Companies
- Understanding the Client manpower requirement.  
Search through Head Hunting, Database Search, Job Portal Search
- Screening and Short listing the profile and sending it to the Client

#### **Educational Qualifications**

- B.E (ECE) from Anna University
- MBA, from Anna University