

# Kamalika Ghosh



## Experience

A goal-oriented HR with **13 years of experience in Talent Acquisition**

### Profile Summary

- Honored several times by the Business Head for reducing niche positions to nil through effective candidate qualification strategies and playing integral role in ramping up new teams in GE, Sabre, Shell, VMware.
- Expertise in Technology hiring, SAAS Hiring , Cybersecurity, Business Operations, Finance roles, coaching team members, fast paced hiring .

Phone number  
+91 9591943418

Email address  
kamalikaghosh09@gmail.com

Languages known  
English, German, Hindi & Bengali

Linked in  
in.linkedin.com/in/kamalika-ghosh-509a5915

## Work experience

VMware Software Pvt Ltd  
Talent Advisor  
May 2018 - Till Date

AstraZeneca Pharma India Pvt. Ltd  
Zonal Operations Manager  
Jun 2017 - Feb 2018


Royal Dutch Shell  
Recruitment Advisor  
Aug 2016 - May 2017

Sabre Travel Technologies  
Technical Recruiter  
Oct 2014 - Jul 2016

GE Healthcare  
Staffing Specialist  
Sep 2011 - Aug 2014

IBM India Pvt. Ltd  
Technical Recruiter  
Jul 2010 - Aug 2011

## Education

 eCornell University  
Leadership Essentials  
Pursuing from March 2023

MBA from International School of Business and Research.  
Bangalore in 2010

BA (English Honors) from University of Calcutta.  
Kolkata in 2007

## Core competencies

Project Management  
Account Management  
Social Media Hiring  
MIS Reporting  
Screening  
Presenting QBRs  
IT Recruitment  
Networking  
Team Management  
Offer Process & Negotiation  
Stakeholder Management  
Vendor Management

## Role

- Experience in end- end Talent Acquisition
- Experience in planning, executing, teamwork, managing multiple projects, driving initiatives.
- Executed screening and short-listing of profiles as per the requirement; negotiated on salaries and finalized employment as per the offer
- Managed end-to-end recruitment life cycle and ensured adherence to the process with involvement with multiple stakeholders
- Conducted Interviews with potential recruits to ascertain their suitability and obtained preliminary information regarding salaries
- Monitored online applications and regularly added profiles to source database by online search, networking and referrals
- Attracted applicants by placing job advertisements on social media & job sites and also managed employee referral programs
- Evaluated applicants by discussing job requirements and applicant qualifications with Business Leaders; interviewed applicants on consistent set of qualifications
- Improved organization attractiveness by recommending new policies and practices; monitored job offers and compensation practices with emphasis on benefits and perks
- Organized Quarterly Business Reviews, Meetings with Business leaders to engage, collaborate on hiring needs, demands and forecasting
- Ensure excellent candidate experience for potential joiners, candidate interviewing , candidate engagement framework.

## Highlights

### VMware Software Pvt Ltd

- Awarded "Achieve Our Best" award twice for successfully closing niche reqs within timeline
- Awarded multiple times from different stakeholders in effective collaboration and building partnerships with business
- Experience in building teams across BU's Global Support, IT, CIO, Business Ops, Finance , HR, REW

### AstraZeneca Pharma India Pvt. Ltd.

- Managed a team that successfully delivered recruitment of sales professionals nationally, achieved closure of 100 positions within a month with 100% sourced directly in 2017

### Royal Dutch Shell

- Reduced IT Support vacancy rates through effective candidate qualification strategies
- Individually streamlined the recruitment process of three different business units

### Sabre Travel Technologies

- Received Zinnov Awards for Best Recruitment Story for outstanding performance in the project Great Place to Work in 2015
- Awarded for being a part of a project titled Great Place to Work in the recruitment category as company was selected among 50 companies in India to work in 2015

### GE Healthcare

- Bagged Best Recruiter in Team Award for consistent closures of the vacant positions within specified time in 2011
- Awarded several times for closing niche positions and for playing integral role in ramping up new teams in 2011-2014
- Recognized as consistent performer in the team for meeting business demands and also received appreciation from business in 2012
- Received the Best Recruiter Award for the two quarters during the tenure

### IBM India Pvt. Ltd.

- Received the Best Recruiter Award for the quarter in 2010

# Kamalika Ghosh

Phone number  
+91 9591943418

Email address  
kamalikaghosh09@gmail.com

Linkedin  
in.linkedin.com/in/kamalika-ghosh-509a5915

## IT Skills/ Tools

MS Office  
Taleo  
Kenexa  
Workday  
IT Hiring  
Cloud Hiring  
Engineering Hiring  
Data Science/ Machine Learning  
HR  
Finance

## Projects

- VMware
- DEI Project
  - Talent Branding Project
  - Hiring Experience Project
  - Woman Returnees to work-Nakshatra
  - Woman hiring from different PODs- Veterans , LGBT , Disability

- Sabre Travel Technologies
- Great Place to Work (GPTW) - 2015

- GE Healthcare
- Recruitment Lifecycle with Pros and Cons of Recruiting & Its Process

## Summer Internship

Organization:	MRO-TEK
Designation:	HR Trainee
Internship period:	Feb'09-May'09   Feb'09-May'09
Projects undertaken:	Employee Retention & Strategies Built Performance Appraisal Review Process and Approach