

**AKSHATHA B S**

**E-mail:** [akshathasiddaraj@yahoo.com](mailto:akshathasiddaraj@yahoo.com)

[rajakshatha.6389@gmail.com](mailto:rajakshatha.6389@gmail.com)

**LinkedIn:** [www.linkedin.com/in/akshatha-b-s](https://www.linkedin.com/in/akshatha-b-s)

**Phone no:** 7353005851

**Career Objective:**

Apply my skills as a content expert to a new challenge with a company focused quality dedication and ingenuity and to secure a challenging position.

**Career Summary:**

- Over 8.6 years of work experience in Talent Acquisition.
- Proficient in using Job portals for finding and recruiting candidates.
- Good communication skills to deal with the candidates and stakeholders.
- Worked for Both IT and Non-IT Domain.
- Have proven abilities in placing High Tech Professionals from Junior to Leadership level.
- Experience in Diversity & Inclusion hiring.
- Have experience in both permanent and contract staffing.
- Flair knowledge & experience in end-to-end recruitment.
- Have work experience in multiple domains like IT, Non-IT, Pharmaceutical, Automobile, Healthcare and Insurance, Banking, Finance & Auditing
- Can work as Individual contributor as well as a Lead.

**Experience:**

**Ernst & Young (Ernst & Young Global Limited - EY)**

**May 2022 -Jan 2023**

**PAS Workforce Advisory (Technical Recruiter)**

- Providing services to Healthcare Product Based company.
- Worked as an end-to-end recruiter and parallelly managed a scheduling team.
- Mentoring and supporting the team in delivering and make sure the targets are achieved for the month.
- Stake holder management and helped the team in getting more requirements.
- Conducting L1, L2, L3 and HR Round Interviews for the candidates. Where L1, L2, L3 are Technical and functional rounds of Interviews with the Client and HR.
- Handle the onboarding and paperwork documents of candidates and be in touch regularly until the joining process is complete.
- Total recruitment process - Sourcing, Updating, Re-validating, Managing Data Base, Coordination with Client & Candidate, conducting interviews, and other related activities.
- Sourcing candidates through Employee referrals, Data bank, Personal network, Naukri, LinkedIn Recruiter) and have experience working on Success Factor (Client internal ATS), Job postings, Advertisements, Headhunting candidates through LinkedIn recruiter as per the requirement.
- Preparing and presenting reports on open requisitions and current offer pipeline on daily basis to the clients.

**Clients:** Novo Nordisk & Providence

## Capgemini

May 2016 -May 2022

### Consultant- Talent Acquisition.

- Joined Capgemini as Sourcing specialist, eventually managed different roles in talent acquisition team as an individual contributor (end-to-end recruiter), stakeholder manager, mentored & lead a team of 4 members.

### Sourcing Specialist & End-to-End Recruiter

- Highly efficient in handling multiple requirements at a time over the different regions, with strong expertise in creating search strings for complex requirements.
- **Sourcing:** Identifying the potential candidates through various sources like internal databank, LinkedIn, job portals (Naukri, Monster, Shine, Hiree.com, google search, Recruitem, Github, Stack Overflow) Mass Mailing, referencing etc. to fill the vacancies and stimulating them to apply for the jobs.
- **Hiring inputs:** Connect with hiring managers to understand the technology and help them with the Market Intelligence to understand the market availability. Also presenting the data on open requisition and current pipeline with the fulfilment plan
- **Vendor Management:** Coordinated with various manpower consultants to procure resources for its operations general screening of the candidate's profile & short-listing them for the interviews and provide updates on regular basis.
- **Scheduling & Offer process:** Scheduling various level of technical interviews and conducting the HR interviews, also collecting various levels of approvals to push the offers to the selected candidates.
- **Background Verification:** Primary level of Background Verification was carried out at the time of first level of resume screening and initiate the BGV officially for the selected candidates before rolling out the offer.
- Follow up with the candidates as well as on the feedback from the company side solving all the query between the candidate and the company hence attempt to meet the mutual satisfaction.

### Stakeholder Management:

- Bridging between the Business units and sourcing team, managed multiple large accounts based in Europe & North America.
- Directly interacting with the BU and gathering the requirements from them, providing the fulfilment plan on the open requisitions. Forecasting the requirements and helping them with market intelligence for the Niche technologies also providing the solutions in staffing.
- Engaged in JR validation, Preparing and presenting the report on open JRs and offer pipeline with the fulfilment plan on regular basis

### Mentoring:

- Worked as a team Lead and managed sourcing team for 1 year
- Working collaboratively with my team, which includes Managing, mentoring, planning, understanding, and helping each other as when required. Assigning requisitions to the teammates, providing the work plan for the week and the month
- Mentoring new joiners & inclusion candidates providing on the job training to them.
- Implementing the new workflow protocol into the team as per the situation to execute efficiently and effectively
- Initiating recruitment drives on weekday & Weekends, end to end responsibility from Posting on the Job portals to coordination and to offer release. Proficient in using MS excel for preparing reports.
- **Reporting:** Preparing and presenting the reports on zero coverage, RMK database, offers & requisition pipeline within the team to the leadership team.
- Preparing the market intelligence for the new technologies & niche skills.

- Preparing & publishing weekly & monthly report on the closures & the net open demands in the team.

### **Experience on Tools & Platforms**

**ATS:** Success Factor, IRW, hirecraft

**Job boards:** Naukri, Monster, Shine, LinkedIN, Careersite, indeed, Glassdoor

**Open Source:** LinkedIn, Github, Stack overflow, Xing & Dribble using Recruitement.

**Mass Hiring Tool:** Reckrut

**Social Media:** LinkedIn & Facebook

### **Worked on Special program:**

- Successfully hired Inclusion candidates & career come back candidates on special program.
- Identifying the positions & initiating the diversity drive as a program to provide the right platform to the female candidates.

### **Technology & Skills**

- Specialties: IT Recruitment's which includes Software Architect, Software Developers, Project Managers, Designers, Business Intelligence and Support/System Engineer.
- Hiring for the technologies like Java, Microsoft, Dataware housing, Oracle, Mainframe, iSeries, Web designing, Scripting languages- (Perl, python, shell, Perl CGI), BPO & IT Infrastructure, Cloud AWS & Azure, information security & cybersecurity, Database development, Server development. PowerBI, Business intelligence.
- Hiring for Non-IT professionals Corporate Function Support like- Presales, Business analysis, Pricing, Bid Management, Resource management, Quality Assurance, Transition Management, Function point estimation, Immigration, Alliance management, Sales, Project Management, Service Delivery Management, Knowledge management, Content management.
- Hired translators for different foreign languages- French, German, Korean, and Japanese

## **Microland**

**Associate- Talent Acquisition**

**February 2015- May 2016**

**Role: End to End Recruiter**

## **CMS IT Services**

**May 2014- Febraury-2015**

**Role: End to End Recruiter**

**Educational qualification:**

- **MBA (Human resources and management)** From PESIT BSC, Bangalore. Visveswaraya technological university in 2013
- **BE (Biotechnology)** From Dayananda Sagar College of Engineering, Bangalore, Visveswaraya technological university in 2011

**Personal Details**

**Name** : Akshatha B S  
**Husband name** : Yaswanth S V  
**Birth date** : 06 March 1989  
**Sex** : Female  
**Marital status** : Married  
**Nationality** : Indian  
**Known languages** : English, Hindi, Kannada, Telugu and Tamil.  
**Hobbies** : Cooking, drawing, dancing.  
**Current address** : #200, 1st Main road, Vinayaka Layout, Ullal Main road,  
Bangalore 560056

**Declaration:**

I hereby declare that the above-mentioned information is correct up to my knowledge and I bear that responsibility for the correctness of the above mentioned particulars.

Place: Bangalore

(AKSHATHA B S)