Contact

anupriyamk9@gmail.com

www.linkedin.com/in/anupriya1
(LinkedIn)

Top Skills

Sourcing

Screening Resumes

IT Recruitment

Languages

English (Full Professional)

Tamil

Certifications

SAP Level 1

Anupriya Madankumar

Associate HR Consultant

Yokohama, Kanagawa, Japan

Summary

I find great people and find them great careers. This all starts with a
conversation. Along the way, we'll find it together and uncover their
values, personal aspirations and next career move. And if we don't,
well then we keep the conversation going, because I want to get
them there.

I am a data driven and insightful recruiter who is passionate about
growing teams and dreams. My joy in recruiting, so far, has been
matching top performing and rising professionals with the right
career move in software Engineering, sales, HR, management, UI/
UX, Big Data, AI, to name a few.

Experience

Makana Partners
Associate HR Consultant
January 2020 - April 2020 (4 months)
Yokohama, Kanagawa

•Recommend ideas and strategies related to recruitment that will contribute
to the long-range growth of the company, implementing any new processes
and fine tuning standard processes for recruiting that fits within the company's
mission to deliver the highest quality results to the customer.
•Recruit passive candidates and gauge chemistry of candidates for fit and
motivation rather than simply sell a role.
•Articulate in writing recruiting plans.
•Provide in depth research and market intelligence on competitor
organizations.
•Develop prospects into candidates. Engage, sustain relationships, screen and
prep candidates for the interview.
•Provide strategic guidance and become an advisor to executive leadership in
matters related to top technical talent.
•Identifying and engaging candidates through a variety of methods that include
Networking, LinkedIn Search, A-minor list, DBLP, Crunchbase, Git-hub,

Bullhorn, Stack overflow, Research gate, Google Scholar, LinkedIn x-ray, Conference links, Facebook groups.

Google
Sourcing Specialist
June 2018 - August 2019 (1 year 3 months)
Bengaluru Area, India

• As a part of the Channels Research Team, my role involves a pro-active approach to leadership recruiting whereby I generate a pipeline of quality leads, develop profiles for the selected roles and skills and in turn build a real-time and strong database which can be effectively utilized by the company.
• Talent Mapping and Talent Mining of qualified leads via Open Web and other external social networks to create a talent pipeline to meet the current and future needs across the business.
• Working closely with the functional sourcing teams in US to develop and complete profiles of talent leads for selected roles, skills and of educational backgrounds.
• Leveraging internal tools and databases to run internal reference checks for applicants.
• Working extensively in various sourcing events in partnership with the clients across the globe in hiring for niche roles.
• Maintaining accurate, updated, and compliant information on our candidate management system.
• Research/ Mapping of Pool of talent across various Industries/Sectors for different roles within Google.

Accenture
Human Resource Advisor
February 2017 - May 2018 (1 year 4 months)
Bengaluru Area, India

• Knowledge of Employee Life Cycle Management process like Exit (Resignation, ERS, Career Break, Dismissal, Retirement and Death), International Assignment and Annual Pay review and benefits.
• Understand the implications of actions in case handling beyond the transaction, be able to articulate and explain the rational of case specific actions/requirements.
• Understanding the functionality of tools and applications specific to Employee Lifecycle Management.
• Offer effective solutions to clients/employees when dealing with cases which can be complex and non-standard on a daily basis.

• Understand and act in compliance with Accenture's and its client's policies and procedures with regard to data protection.
• Ensuring all service measures are met in accordance with the Service Level Agreement (SLA).
• Providing backed HR service support to employees and external vendors of the client.
• Working on different service lines like User Transaction and User Information.

Allegis Global Solutions
Client Recruitment Specialist
April 2015 - December 2016 (1 year 9 months)
Bengaluru Area, India

• Led the creation of recruiting plans for all open positions
• Performed extensive candidate internet sourcing which includes Internal Database, LinkedIn, LinkedIn X-ray search, Bullhorn, CareerBuilder, Indeed, Active Hire, The Ladders
• Responsible for the identification, qualification, and matching of candidates
• Identify, engage, and recruit qualified candidates by performing sourcing activities to include, but not limited to; market and Internet research identifying alternate candidate sources, cold calling, executing recruiting calls, referral recruiting, and online social networking
• Implement the sourcing strategy for each search, and source candidates for external job searches from networks, associations, approved websites, direct sources, the client's database and employee referrals
• Posted positions through approved recruitment channels
• Maintain on-going relationships with candidates not currently on assignment
• Qualify candidates by conducting telephone interviews to obtain work history, education, training, job skills, and salary requirements
• Pre-screened all resumes prior to sending them to corporate hiring managers for consideration
• Complete appropriate reference checks on candidates to ensure authenticity of stated skills and experience
• Provide interview preparation and debrief with the candidates, as well as provide coaching and advice to candidates throughout the client interview process to include counter offers and job transition
• Develop an effective compelling presentation to sell the job and client company to prospective candidates
• Tracked candidates and pushed for feedback on disqualifications, time-to-fill statistics and other variables
• Assisted with diversity recruitment

• Been a part of the Internal Talent Acquisition team, identifying the right talent for the job
• Support new resources within the team to get up to speed

Molex
HR Intern
April 2014 - June 2014 (3 months)

• Created a new training Calendar Version 2 – Old training calendar was complicated to understand, hence an approachable training calendar was prepared by segregating the training programs like schedule, Schedule – completed and scheduled but pending. Identified the missing documents in the training file against the training program in the training calendar i.e. attendance and feedback. Having Attendance as a base and update the training calendar with respect to external / missing training programs.
List of training programs that could not be held and the same has been re-scheduled and amalgamated with new schedule of training programs. As new concept fresh information of employees attending training programs along with their supervisors have been recorded.

• Created a detailed training database of employees indicating the training programs attended as per schedule and also programs pending. This detailed database of each and every employee attending each and every training program will be used as a ready reckoner for scheduling further training programs on priority.

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Education

Christ University, Bangalore
Bachelor of Business Administration (B.B.A.), Human Resources
Management/Personnel Administration, General · (2012 - 2015)