**PRASANNA ARYASOMAYAJULA**

[**https://www.linkedin.com/in/prasanna-aryasomayajula-445958132/**](https://www.linkedin.com/in/prasanna-aryasomayajula-445958132/)

**Email ID:** [gayatri.prasanna123@gmail.com](mailto:gayatri.prasanna123@gmail.com)

**Contact No: 8186860954**

**OBJECTIVE:**

To work for an organization which provides me the opportunity to improve my skills, knowledge and to grow along with the organization objective and become an asset to the organization.

**SUMMARY:**

* Played a vital role in managing talent acquisition and team management in the US and Canada recruiting industry, ensuring compliance, optimizing processes, and contributing to the overall success and growth of the organization.
* Contribute to adept team leadership, proactive stakeholder collaboration, also cultivating a proficient and inspired workforce, that drives the organization's success.
* Experience of working under challenging conditions, and skillfully managing project communications, resources, vendors, and stakeholders

**TECHNICAL SKILLS:**

* **Application Tools:** MS Office Suite (MS Word, MS Excel, MS PowerPoint, MS Outlook)
* **Sourcing Tools / Job boards:** LinkedIn, Monster, indeed, Dice, LinkedIn Recruiter, Xray search, Boolean Search, etc.
* **Applicant tracking System (ATS):** Bullhorn, Xplore (inhouse ATS), Connext, Job Diva etc.
* **MSP and VMS:** SAPFieldglass, Beeline, Bell Ivalua, etc.

**SKILLS AND COMPETENCIES:**

* Sourcing
* Technical Recruiting
* Executive Search
* Employee Relations
* Performance Management
* Screening
* Team Management
* Problem Solving
* Contract Recruitment
* Stakeholder Management
* Relationship Building
* Permanent Placements
* Internet Recruiting
* Interview Scheduling
* IT Recruitment
* Temporary Placement
* Full Recruitment Lifecycle
* End to End Recruitment
* Effective Communication
* Employee Engagement
* Social Networking
* Interpersonal Communication

**EDUCATION:**

* Bachelor of Technology, Computer Science, JNTUK, India, May 2017(GPA: 8.1)

**CERTIFICATIONS:**

* Randstad OWOW Lean White-Belt Certified
* Lean Six Sigma Yellow Belt Certification (LSS YBC)
* Certified in Start Smart Program - Foundations for Management and Leadership

**RECOGNITIONS:**

* Rookie of the year, Randstad Offshore Services Apr 2019
* PC Club qualifier 2021 (ROS)
* Emerging Leader (Midmarket – EAST, ROS), 2021

**PROFESSIONAL EXPERIENCE:**

**Associate Recruiting Manager / Service Delivery Manager, Randstad Offshore Services, Jan 2022 – Sept 2023**

* **Talent Acquisition:** Developing and executing recruitment strategies aligned with the organization's goals and staffing needs.
* **Team Management:** Overseeing a team of recruiters, providing guidance, training, and performance feedback to ensure the team meets hiring targets.
* **Client Relationship Management:** Building and nurturing client relationships, understanding their recruitment needs, and providing tailored staffing solutions.
* **Technology Utilization:** Leveraging recruitment software and tools for candidate tracking, data management, and analytics.
* **Client/Candidate Engagement:** Building and maintaining relationships with clients and candidates, stakeholders, providing information.
* **Data Analysis:** Tracking and analyzing recruitment metrics, and source effectiveness, to optimize recruitment processes, also analyzing recruitment data and metrics to identify trends, opportunities, and areas for improvement and presenting this information to higher management as needed in MBR and QBR.
* **Continuous Improvement:** Continuously assess and refine recruitment processes and strategies to improve efficiency and the quality of hires.
* **Employer Branding:** Contribute to enhancing the company's reputation as an employer of choice through branding and marketing efforts.
* **Market Research, Diversity:** Stay informed about industry trends, promote diversity and inclusion in recruitment efforts by implementing strategies to attract a diverse candidate pool.

**TEAM LEAD, Randstad Offshore Services, Dec 2020 – Dec 2021**

* Supervising and leading a team of 7 recruiters, providing ongoing training, coaching, and mentorship to team members, also sharing best practices, industry insights, and recruitment techniques to help them excel in their roles.
* Developing and maintaining a hotlist of qualified and most placeable candidates and responsible for managing the entire recruitment lifecycle, overseeing the process from initial submission to the client to successfully placing candidates with them.
* Utilizing various channels such as applicant tracking systems (ATS such as Bullhorn, Xplore), job boards (Monster, Indeed, Dice), social media (LinkedIn Recruiter, LinkedIn) networking to proactively identify potential candidates.
* Providing guidance, direction, and support to ensure the team's success in meeting recruitment goals and targets, tracking individual and team performance metrics, such as candidate submissions, interviews, placements, and time-to-fill. Identifying areas of improvement and implementing strategies to enhance overall performance.
* Assisting the team in identifying and sourcing potential candidates through job boards, social media networking and ATS, ensuring a diverse pool of qualified candidates.
* Addressing any challenges or conflicts within the team or between team members and clients, generating regular reports on team performance, client feedback, and recruitment outcomes. Analyzing recruitment data and metrics to identify trends, opportunities, and areas for improvement.

**TECHNICAL RECRUITER, Randstad Offshore Services, Apr 2019 – Dec 2020**

* Collaborating with hiring managers to understand the technical skills, qualifications, and job responsibilities required for any given end client requirements.
* Utilizing various channels such as applicant tracking systems (ATS: JobDiva, Bullhorn, Xplore), job boards (Monster, indeed, Dice), social media (LinkedIn Recruiter, LinkedIn), networking events, and industry-specific platforms to proactively identify potential candidates.
* Developing and maintaining a hotlist of qualified and most placeable candidates and responsible for managing the entire recruitment lifecycle, overseeing the process from initial submission to the client to successfully placing candidates with them.
* Reviewing resumes and applications to evaluate candidates' technical qualifications, relevant experience, and alignment with the job requirements, conducting initial phone screenings to assess candidates' technical skills, motivations, and cultural fit.
* Scheduling and coordinating interviews between candidates and hiring teams, including technical assessments, coding challenges, and in-depth technical interviews. Building and maintaining relationships with candidates throughout the recruitment process. Keeping candidates informed about the status of their application and providing timely feedback.
* Handled all aspects of coordination for onboarding paperwork and ensuring seamless interactions with the talents. I maintained consistent communication and follow-ups to ensure paperwork and equipment arrangements went smoothly. Additionally, I conducted regular monthly check-ins with the talents after they began their projects with the client, addressing any concerns or challenges they might be facing and providing necessary support to resolve issues.
* Provided guidance and mentorship to a group of 3 to 4 recruiters in the team, helping them enhance their skills and acclimate to the workflow. I ensured that they met their KPIs within the designated time frame through skill development and ongoing support.

**TECHNICAL RECRUITER, Artech Information Systems LLC, Mar 2018 – Feb 2019**

**ASSOCIATE RECRUITER, Artech Information Systems LLC, May 2017 – Feb 2018**

**Responsibilities:**

* Sourcing and recruiting for all levels, ranging from Entry-level to CXO roles in Information Technology, Business Professional, Mortgage, Accounting/Finance, Engineering, Niche, Human Resources/Learning, Marketing, Sales, Legal/Admin/Clerical and Procurement domain for Fortune 500 clients.
* Mentored, guided and nurtured 3-4 newbies, equipping them with the skills and knowledge essential to meet the dynamic demands of the business.
* Use JobDiva, ATS, LinkedIn, Monster, Indeed, Dice to source, recruit and place the candidates.
* Make and execute sourcing strategies on individual level and for the team to fill the position as fast as possible.
* Negotiation and client servicing is imminent part of my daily work.
* Post open position on Internet job boards and social media sites.
* Respond to candidate resumes received through Internet sites and referrals, schedule in-person meetings as required.
* Candidate preparation for phone and face to face interviews.
* Perform follow-up with candidates and managers.
* Creating Hotlist, pipelining candidates, updating personal database, and enriching my network for upcoming roles, helps me to be on my toes all the time.