**Rupini M**

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**HR PROFESSONAL-END To END RECRUTMENT**

A dynamic professional specialized in Talent Sourcing with overall 3+ years of extensive experience in managing full end to end life cycle of IT recruitment and Team Handling, Employee Engagement, Client Management for Technical Requirements. Act as a single point of contact for business for all requirement and work closely with Higher Management and Stake holders.

**Summary:**

* Total 3+ Years of valuable experience towards E2E technical staffing/recruitment in domestic and IT enabled service industry and hiring.
* Extensive experience in information technology arena with major expertise in managing full life cycle in recruitment.
* Recruited for reputed clients like: **Capgemini, Mphasis, Infosys, Mindtree, KPMG, Deloitte, PWC, CGI, Wipro, Herbalife, FAI, eMids, SLK,…etc**
* Expertise in utilizing web recruitment tools (Naukri.Com, Monster, Sixth Sense(SS) & Linked In premium).
* Very good at candidate handling, Mailing & onboarding.
* Ability to work in a dynamic work environment and work under pressure, ability to maintain the TAT in between management and clients.
* Work experience for Contract to Hire, and Permanent Positions of Domestic Staffing.
* Handled IT requirement for different skill sets at all levels.

**Education:**

* B.E from VTU in year 2013 with an aggregate of 61%.

**Technical Recruiting Skills:**

**Sun Application:** Core Java, J2EE, Servlets, JDBC, Micro services, Hibernate, Soap, Rest API

**Microsoft Technologies :** C#, Asp.net, Winforms, MVC, COM, Share Point

**Data Base Technologies:** Oracle, PL/SQL, SQL Server, Mongo DB/No SQL

**Testing Technologies:** Manual Testing, Automation Testing, Performance Testing

**Data Warehousing:** ETL, MSBI, Power BI, SSIS, Data stage, Informatica, Teradata, Business Objects

**Mobile Technologies:** IOS, Android

**Scripting Language :** Java Script, Perl Script, Python Script, Powershell

**ERP:** Oracle Applications (Technical, Functional, Techno- functional, DBA), SAP (HR, Basis, ABAP, FICO, BPC, BI/BW, SD, MM, PP, QM, Net weaver, CRM, CFIN, Treasury), Oracle Fusion

**Salesforce Technologies:** Salesforce CRM, Apex Classes, Aura Component, Lightning Web

Components, JavaScript, System Integration, Visual force and Apex Fundamentals, Salesforce Devops, Salesforce Marketing Cloud.

**ATS Tools**

SAP Success Factors, Greenhouse, NJOYN, Talent Recruit, Tallint, Fieldglass

**Work Experience**

**COMPANY: 2 **

**Organization: Trigent Software**

**Website: https://www.trigent.com/**

**Period: October 2021– September 2023**

**Designation: Recruitment Analyst**

**Type: 1.RPO-Deloitte (Oct 21 to Feb 22)**

**2.C2H-March 22 to June 22**

**3.FTE-July 22 to Sept 23(Branded as 3-DOTS)**

**Clients:** Herbalife, Aecom, SLK Software, Coforge, Emids, Movate, CGI,Mphasis,

Incedo,Future Electronics,Emids,FAI,PWC,KPMG etc..

Trigent is a global leader in software solutions, headquartered in Southborough, MA, with development centers in Boston, Bangalore. As an ISO 9001:2008 certified company, Trigent provides proven results to global Independent Software Vendors (ISVs), Fortune 500 enterprises, Being founded in 1995, Trigent has been consistently recognized for its breakthrough solutions, strategic insights and execution excellence and provides offshore software development, outsourced product development, web and custom application, product engineering, mobile application development & testing services etc from its offshore development center in Bangalore.

**Responsibilities:**

* Worked on hiring Top Talented candidates with niche skills like SailPoint, AEM, ODOO Developer, Pega decisioning.
* Managed end-to-end interview process for 500+ candidates from the sourcing and initial screening to pre-boarding
* Successfully recruited 50+ high-level candidates, including Java Developer, Dot net full stack Developers contributing to the organization's success and growth.
* Regular Competitor Analysis to understand the market, identify top talent, in demand jobs, compensation offerings so as to continuously improve sourcing relevance and recruitment processes and better negotiate with candidates.
* Leveraged different sources such as LinkedIn Recruiter, Naukri, Employee Referrals, Head Hunting, Mass Mailing for creating strong candidate pipeline.
* Collaborated with hiring managers to create technical screening questions aimed at assessing a candidate's abilities and fitment for the role prior to proceeding with the interview process, resulting in a higher rate of selects.

**COMPANY: 1 **

**Organization: Test Yantra Software Solutions-Q&J Spiders**

**Website: http://www.testyantra.com/**

**Period: July 2017 – August 2019**

**Designation: Technical Recruiter/BDE**

**Type: Freshers, C2H, FTE**

**Clients:** E&Y, Goldsman sachs, Jeeves, Onusworks, Amazon, Capgemini, Trigent, Fingertip Plus, CSG, OTSI, Color Tokens, Avekshaa, Accenture etc..

TestYantra Software Solutions is a Global IT Services Company offering expertise in QA (Staffing & Services), Automation & Testing services with capabilities in Selenium, Appium, QTP and Sauce Labs integration. TYSS provides Software Testing Education through its sister concerns Jspiders and Qspiders which are one of the most reputed finishing school for Software Development (Jspiders) and Software Testing (Qspiders) skills.

**Responsibilities:**

* Getting requirements from the Clients and placing the Trained candidates.
* Identifying the recruitment needs of Clients and Candidate sourcing and screening for necessary qualifications.
* Good in understanding the technical terms and filtering the resume based on the skill set.
* Ability to handle recruitment lifecycle through all stages (Sourcing, screening, Telephonic, schedule & confirmation).
* Experienced in hiring candidates for C2H & Permanent roles.
* Proven experience in client handling- establishing new contacts and requirement gathering.
* Good in maintaining the Database (Excel) of sourced candidates and Clients according to the skill set.
* Handled fresher hiring for different verticals (Development/Testing/Generic/Core/IMS etc.)
* Conducting Aptitude Tests for the candidate’s initial interview to shortlist potential candidates for further interviews with clients and providing feedback/results(Freshers).
* Responsible for delivering candidates through different sources- Market(Sourcing from portals and Mapping from Bench).
* Well versed in handling Campus events & Volume hiring (Conduct online test/ shortlist/ GD/F2F) Conducted for more than 500 candidates.

**Skills:**

**Skills**

* Good in understanding the technical terms and applying it in screening the profiles.
* Pitching New Clients and follow up with the existing Clients.
* Extensive Search Skills in Job portals like Naukri, Monster and LinkedIn for lateral hiring.
* Experience handling drive at mass numbers.(500 + Candidates).

**Achievements:**

* Spot award for best performance

**Strengths:**

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* An ability to learn and adopt innovative ideas and concepts quicker and use the same for better results.
* An ability to handle multiple tasks and assignments.
* Utilization of time and resources in a productive and efficient way.
* Dynamic team player.
* Quick Learner.

**Declaration:**

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

Date: Rupini M