**Name N.K. Kantha Devi**

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**Objective**

To become a successful recruiting professional and to acquire a challenging position which provide ample opportunity for learning and growth within a corporate environment, by continuous efforts towards enhancing extensive skills and contributing for the development and success of the organization.

**Highest Qualification:**

MBA (HR – 1st Division), Osmania University.

**Summary:**

* A dynamic Professional with 8+ Years of experience, including Sourcing, Complete Recruitment life cycle, Offer role out and other Resource Management (RMG) activities Like Mapping Internal / External resources to different Clients.
* Hands on Sourcing, Identifying Active Requirements, Mining Internal Database, Mapping Internal and External Candidates and uploading as per the bill rate. Maintained **70-80 % Screen Selection Ratio** by Internal Management
* Good at Contract to hire, Contract, Permanent Positions.
* Experience working with Vendors.
* Used innovative ways to source candidates through Connections, Job Portals, database search, active referral generation, advertising, and sourcing.
* An effective, innovative professional with strong analytical, negotiating skills and problem-solving skills
* Experience working in Services & Product Organizations.
* Working Closely with Hiring Managers & Stake holders in understanding the Requirements and provided necessary support in filling the positions.
* Exceptionally good at using Job Portals like Naukri, Monster, LinkedIn, GitHub, Google X-Ray
* Dealt with volume hiring, walk-ins and effectively manage pressure.
* Well, connected to the industry and in-depth understanding of the relevant market Standards
* Ability to deal with ambiguity, understand business requirements and translate those into recruiting efforts

Constantly improve recruitment and selection strategies as per the organization’s needs and market demands.

**Skills Hired:**

**Programming Languages**: C, C++, Java, .Net, PHP, Python.

**Microsoft Technologies**: C#.Net, ASP.Net, VB.Net, .Net Framework, Visual studio,

Framework, ADO.Net, VB Script, ASP.Net MVC

**Web Development Technologies**: HTML, HTML5, CSS, Web Services, Java script, VB

**Software Testing** : Manual, Automation (Selenium, QTP, UFT, Cucumber,

Performance tester)

**ERP** : SAP FICO, MM, Basis, ABAP, HRM,PP ,QM ,SD S/4 HANA

**Embedded**  **side**: C, C++, VC++, RTOS, SOC, Framework, Kernel, Processor Architecture, Firmware, Middleware Microprocessor, Android platform Testing, Automation Testing using Perl scripting, Python Scripting, Shell scripting,

**Multimedia side:**

Bluetooth (BT) , wlan, Wi-Fi, (802.11 and 802.16 standards),

(Graphics, audio, video, Image, display, power, SIM, Dual SIM, Camera, Framework)

**Current Company: Innominds (**[**www.Innominds.com**](http://www.Innominds.com)**)**

**Current Designation: Senior Executive\_ Talent Acquisition**

**Experience: June 2022 Till Date**

**Roles and Responsibilities**

* Working for Contract Hiring (Qualcomm, Wabtec )
* Involved in full life cycle recruitment including understanding the resource requirements, prescreening the candidates, coordinating technical interviews, conducting HR interviews for selected candidates, salary negotiation, offer process and closure.
* Sourcing Quality software professionals matching all skills sets required by client (Qualcomm) requirements.
* Requirements, Mapping Internal and External Candidates and uploading as per the bill rate. Maintained 70-80 % Screen Selection Ratio.
* Hired Exclusively to work for Qualcomm Client

**Current Company: Mouritech (**[**www.mouritech.com**](http://www.mouritech.com)**)**

**Current Designation: Sr. Specialist\_ Talent Acquisition**

**Experience: Feb 2021 to April 2022**

**Roles and Responsibilities**

* Working for Contract Hiring (Deloite, PWC, NTT DATA ,Broadcom)
* Understanding the client needs to the perfect so as to get the best for them in the best possible time
* Initial screening of candidates with respect to professional experience, technical skills, and adaptability and communication skills in particular.
* Negotiating salaries with candidates
* Monitoring and follow-up till final selection
* Involved in Joining and Exit formalities.
* Utilize online job boards like Monster, Naukri
* Maintaining Database for future reference and getting reference from the candidates
* Worked on Contract, Contact-Hire, and Full time positions.
* Developing and maintaining long-term working relationships with candidates

**Current Company: Verinon Technologies (www.Verinon.com)**

**Current Designation: Senior Associate\_ Talent Acquisition**

**Experience: Dec 2019 to**  **Jan 2021**

**Roles and Responsibilities**

* Working for Contract Hiring (Datamatics, IntertecSystems,PFSWeb)
* Understanding the client needs to the perfect so as to get the best for them in the best possible time
* Initial screening of candidates with respect to professional experience, technical skills, and adaptability and communication skills in particular.
* Negotiating salaries with candidates
* Monitoring and follow-up till final selection
* Involved in Joining and Exit formalities.
* Utilize online job boards like Monster, Naukri
* Maintaining Database for future reference and getting reference from the candidates
* Worked on Contract, Contact-Hire, and Full-time positions.
* Developing and maintaining long-term working relationships with candidates

**Previous Company: vCentric Technologies (**[**www.vcentric.com)-**](http://www.vcentric.com)-) **SAP Gold Partner**

**Designation: IT Recruiter \_ Talent Acquisition**

**Experience: June 2014 – Dec 2017**

**Roles and Responsibilities**

* Worked for permanent Hiring and Contract Hiring (TCS,Deloitte,Itelligence,TechMahindra,Cognizant)
* Understanding the client needs to the perfect so as to get the best for them in the best possible time
* Initial screening of candidates with respect to professional experience, technical skills, and adaptability and communication skills.
* Negotiating salaries with candidates
* Monitoring and follow-up till final selection
* Involved in Joining and Exit formalities.
* Utilize online job boards like Monster, Naukri, LinkedIn
* Maintaining Database for future reference and getting reference from the candidates
* Worked on Contract, Contact-Hire, and Full-time position.
* Developing and maintaining long-term working relationships with candidates

**Previous Company: Hiperio Systems Pvt Ltd(www.hiperio.com)**

**Previous Designation: Technical Recruiter**

**Experience: Sep 2012 to Mar 2014**

**Roles and Responsibilities**

* Working for Contract Hiring (KPIT Cummins, Wipro Infotech, Fujitsu India, NTT Data)
* Handling the entire event of recruitment activities like CV Searching, Candidates Scheduling, Interview Lineup, Tracking Offers, Speed up joining formalities of candidate and regular interaction post joining
* Short-listing candidates that suit the given profile from various sources
* Sourcing Candidates through job portals, Social Networks and References
* Maintaining a systematic and comprehensive database of all candidates
* Worked extensively on walk-ins
* Rate/Salary negotiations
* Performing Preliminary rounds of Interviews for in-depth screening on communication and personal skills