

Gamya Sree

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Professional Summary:

- A dynamic and dedicated Professional with hands on experience of 8 Year of Overall Experience in Resource Management, Workforce Planning Capacity Planning, Demand Fulfillment, Strategic Management and Bench Management
- Extensive knowledge on Data Analysis and Data Management tools like MS Excel, PPT, Advanced Excel, Power BI, Tableau & Python
- Experience In Volume/Bulk Hiring with various Talent pool portals and Social Media platforms like RPT, UKG, ADP, Kredily.
- Well versed with UKG Products like Human Resource, Talent ,Reporting & Analytics, Time & Attendance Management
- Familiar and competent in using the ADP HR & Payroll Services from the End - End Employee Recruitment/ Onboarding
- Keep constant watch on project ramp-ups/ramp-downs and adjust resource forecasting on a Weekly, monthly, Quarterly basis.
- Part of GROWTH 20(G20 Team) a pillar group of Acuvate to drive the organization from the functions they are owning.

Technical Skills:

🚩 Data Analysis	🚩 MS Excel
🚩 Data Visualization	🚩 Pivot Table
🚩 Data Validation	🚩 Graphs
🚩 Data Extraction	🚩 Custom Charts
🚩 Vlookup	🚩 Reporting
🚩 Data Analysis	🚩 Power BI
🚩 Business Analysis	🚩 Python
🚩 Google Data Studios	🚩 Tableau

Education Qualification:

- Pursuing Master's in Advanced Data Analytics from University of North Texas, Texas, USA with Grade A
- MBA from Indian Institute of Business Management
- Intermediate from Board of Intermediate Education
- SSC from Board of Secondary Education

Worked as a Global Lead-Resource Management at Kore.ai Software India Pvt Ltd from April 2020-April 2023.

Resource Volume	1000+ Employees
Revenue Managed	12 M USD (55+ clients, across 5+ countries)
Reporting/Worked	CCSO, Sr Vice President
Technologies Worked	Artificial Intelligence & Machine Learning
Resources Mapped	BOT Developers, NLP Analyst, Conversational Designers
Billable Utilization	>85%
Resource Utilization	>=100%
Added Expertise	<ul style="list-style-type: none"> Preparing Power Point Presentations for Board Meeting Well Versed with Applications like Jira, ZOHO Projects, HubSpot, Kredily, ADP & SAP Field Glass

- **Workforce management** – Demand Validation, Internal fulfillment, Supporting Bench deployment, Fresher deployment, Upskilling of resource with the help of Training department, employee rotations.
- **Stakeholder management** – Escalation management, Fulfillment status calls
- **Partner Management**- Fulfilling the project needs reaching out to partners when the situation demands.
- **Project Staffing** in line with forecast & requirements, Optimized fulfillment to ensure no revenue loss, minimize overdue demands.
- **Competency management** through Upskilling/Cross-skilling to improve fungibility, Aging bench handling, Resource utilization.
- **Time & Attendance Management** : Well versed in keep checking the track of all the attendance/ to check the compliance in a timely manner which helps for payroll /project budgeting.
- **Hiring the right Talent** : Posting Jobs in internal applications, UKG & ADP to attract the right talent and along with getting referrals
- **Reporting & Analysis:** Expertise in the bench analysis and forecasting the project needs for upcoming 6 months on the supply and demand of the resources for the better planning of the business and the same has been presenting to the CEO and COO on a weekly Basis.
- **Coordination with delivery** to get understanding of business needs & work with recruitment team at the same time for on time fulfillment to avoid billing loss.
- **Demand Forecasting:** Taking complete ownership of the resources and demand management for US, EMEA & APAC region to prepare accurate resource forecast/Planning/Sourcing strategies in line with business demand.
- Publish weekly/monthly resource forecast/ Bench Report/ fulfillment status/Utilization/Headcount status and alarm management on red alerts in terms of non-fulfillment/ revenue loss.
- **Global co-ordination:** Assists global RM on focused initiatives and staffing support in the region.
- **Strategic Planning/Management:** Within an organization, monitored and structured the entire professional services team to ensure that we meet the project margins and timelines and make sure to keep a tab on the timely project deliverables.

Worked as Senior Resource Management Acuvate Software Pvt Ltd from Sep 2015 to Aug 2019.

Resource Volume	900+ Employees
Revenue Managed	5 M USD (20+ clients, across 2+ countries)
Reporting/Worked	CEO, COO
Technologies Worked	SharePoint, PowerApps, SPFx, Dot Net, Full stack, Python, Artificial Intelligence & Machine Learning
Resources Mapped	SharePoint Developers, .Net Developers, CUX Engineers, BOT Developers
Billable Utilization	>85%
Resource Utilization	100%
Added Expertise	<ul style="list-style-type: none">• Built the resource application portal from the scratch, with the help of PM, Architect & Developers• Acted as Recruitment Manager with a team size of 6-8 members.• Involved in Campus Management, Bulk Hiring across India

- Handled a team of 500 employees, assigning them on bench to various projects based on the organization/Business requirements.
- Managed the Demand across globe, and handled the recruitment team coordinating with stakeholders, local HRs and coordinators for Talent Management, Client Management, Strategic Planning & Execution, Campus Engagement and Team Management.
- Responsible for utilizing the resources to the fullest & maintained a Zero bench consistently for 2 years 2017-2019.
- Interacting with business groups towards forecasting of resource requirements (skill-wise) on quarterly basis.
- Providing suggestions on all staffing allocation decisions and authenticating the need to hire new positions.
- Collaborated with Domain Leaders to assess individual resources' skills and assist with developing readiness plans to meet business demands.
- My priority is to ensure customer satisfaction with the staffing of their engagements and consistently achieve and exceed utilization and bench targets across the business.

Achievements & Recognition

- Being awarded as Top Performer for 3 years from FY 2020 - 2023 consecutively in the resource management function.
- Excellent coordination with 5000+ team members, various Support Groups, business users located at 4 Regions around the globe during Kore.ai Tenure.
- Received "Spot Award" for onboarding the resource in a week of time in Sep 2016 for the first time in Acuvate Support Functions.
- Awarded as Top Achiever Consistently for three quarters (Apr- June 2016) & (July- Sept 2016) and (Jan – Mar 2017) on placing consultants with high no. of margins