

Contact

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Top Skills

HR Recruitment
Strategic Sourcing
Aerospace Engineering

Languages

English
Tamil
Kannada
HINDI (Limited Working)

Surender PS

Talent Acquisition at Expleo Group
Kortrijk, Flemish Region, Belgium

Summary

PROFILE SUMMARY

- A dynamic HR Professional with over 15 years of high-quality work experience in End-to-End Recruitment for India, APAC, US, and Europe geographies involving Resourcing & Development, Executive Search, Campus Recruitment, Career Counseling, Relationship Management, Account Management, Stake Holder Management, Industry Mapping, Gathering Market Intelligence, and Consulting, Joining Formalities, Performance Management, and Exit Formalities and I have a proven ability in Aligning to Business vision, by successful quality Recruitment- well within budget & within the time requirement.

AREAS OF EXPERTISE

- Managing Global Talent acquisition team - INDIA for various domains - Telecommunication, Embedded, Infrastructures, Software application development, VLSI/ Semiconductor, Automotive, and Aerospace.
- Expertise in customer relationship management, providing Business plans to meet their consultative skills and working in a large team environment.
- Experience in planning various sourcing strategies and recruitment metrics, effective candidate engagement, proper employer branding, inbound recruitment
- Worked closely with hiring managers, stakeholders, VPs, C level Executives. Analyze and eliminate the gaps in the hiring process.
- Training the recruitment team on screening best practices, multi-channel sourcing, salary negotiations, reducing offer declines, and better post-offer management techniques.

- Organizing teams for different clients by setting goals to achieve deadlines and working under pressure with self-discipline and motivation. A Confident decision maker, able to work independently or as an integral part of a team effort.

Experience

Expleo Group

5 years 2 months

Assistant Manager TA - Engineering - Auto & Aero

July 2018 - Present (5 years 2 months)

Bangalore Urban, Karnataka, India

Managing Global Talent acquisition team - INDIA for across domains - Automotive

and Aerospace both on Mechanical Engineering and Embedded Domain

- Expertise in stakeholder relationship management, provide Business plans to meet their

consultative skills and work in a large-team environment.

- Experience in planning various sourcing strategies and recruitment metrics, effective candidate

engagement, proper employer branding, inbound recruitment

- Worked closely with hiring managers, stakeholders, VPs, C level Executives.

Analyze and

eliminate the gaps in the hiring process

- Training the recruitment team on screening best practices, multi-channel sourcing, salary

negotiations, reducing offer declines, and better post offer management techniques.

- Experience in data driven recruiting and market analysis. Preparing various reports which helps

hiring manger to take hiring decisions

- Organizing team for different clients by setting goals to achieve deadlines and to work under

pressure with self-discipline and motivation. A Confident decision maker, able to work

independently or an integral part of team effort.

Aerospace Recruitment

July 2018 - Present (5 years 2 months)

Bengaluru Area, India

- Employee Branding, & Market Mapping for Niche Skills
- Handling the complete Aerospace & Automotive Recruitment
- Involved in End to End Recruitment Process.
- Understanding the JD and Source from different Job Portal : Naukri, Monster, LinkedIn, Internal Database & Other Social Forum

RGBSI

Lead Talent Acquisition - Deputation In AIRBUS

June 2016 - July 2018 (2 years 2 months)

Bengaluru Area, India

- Involved in End to End Recruitment Process.
- Employee Referral, handling Exit Formalities.
- Getting the feedback from Hiring Managers & arranging the interviews of selected candidates to meet client.
- Coordinating with selected candidates for documents & rolling out of the offer letter.
- Negotiating with candidates for the offer & joining date.
- Managing strong relationships with key internal stakeholders, individual hiring managers.
- Following up with Candidates till he joins
- Handling Training program & Giving Inductions to the fresher's
- Preparing reports for Monthly & weekly for smooth process
- Maintaining the hiring records and day to day activities.
- Handled full cycle recruitment for various staffing needs including contract, fulltime, and onsite and offsite staff augmentation as required by vendors/ clients.

Trump Trainers & Consultants Pvt.Ltd

HR Consultant

March 2008 - September 2015 (7 years 7 months)

Bangalore

Coordinating the Recruitment Team:

- Handling all levels of requirement i.e. from Junior Level, Mid-Level and Senior Level to Top Management with specialization in middle and senior search mandates.
- Sourcing qualified candidates through extensive web based search from various sources like DICE, Monster, Zip Recruiter, Bullhorn Search, LinkedIn, TechFetch formerly known as Corp-Corp, Career Builder and Vendors, internal

resume database and referrals by understanding the requirements with technology and client research.

- Technically preliminary screening interviews of candidates through telephone after screening and short listing CV's and discussion of requirements with them to check their comfort ability, checking references and submitting the appropriate resource to the Account Manager/Vendors
- Creating Job Postings/advertisements.

- Coordinating for Scheduling the interview of short listed candidates with the Hiring Manager & regular follow up. Negotiating the compensation packages and coordinating with the candidate and client.

- Ensure high conversion ratio by constantly interacting with the offered candidates until they join.

- Coordination for Pre-offer and Post-Offer Candidate Management. Hand holding till joining.

- Coordinating weekend hiring events.

- Training of new recruits i.e. induction training to make them familiar with organization and job portals, clientele & their working model.

- Leading, mentoring & monitoring the performance of the team to ensure efficiency in business operations, meeting of individual & group targets.

Coordinating Client & Business Development:

- Understanding the needs of client within a stipulated time frame, thus converting client's requirements into revenues, providing customized solutions, ensuring client satisfaction and following up with the clients for feedback.

Education

SS International

BCOM, Business/Commerce, General · (2006 - 2009)

Modern English School

· (1993 - 2004)