

# Lazar Selvarasu

Flavored Sr. Staffing HR professional with 12+ years of domain experience on Talent Acquisition in leading and implementing innovative recruitment strategies for emerging, niche, complex and hard to find technology skills; to fill a variety of senior level, managerial, executive positions and experience into Competency based Leadership hiring.



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## Strategic Sourcing tools: Market Research and Market Mapping

Used **unconventional methods** to source passive candidates through various sources and search methodologies including LinkedIn, Belong, Video sourcing (Youtube, Vimeo), X-Raying, Advanced Boolean search, Image search, GitHub, Octohunt, Swoop, Slideshare, Stackoverflow, Buffer and various community based search.

## Work experience

### Reliance Jio

2018-07 - Till date

#### Sr Manager - Talent Acquisition | Artificial Intelligence CoE

Designation: Sr. Talent Acquisition Manager-Artificial Intelligence CoE

I am responsible for ramping-up Artificial Intelligence CoE team from scratch; **State-of-the-art in Machine Learning/Deep Learning, Speech, Vision, Language, Knowledge Graph and IoT frameworks**. With a team of Recruiter and Sourcer's I front end the project. In addition to end to end Recruitments the role involves extensive Stakeholder Management, aligning with Employer Branding.

### IBM India Pvt Ltd

2015-10 - 2018-07

#### Recruitment Manager - CXO's/Leadership Hiring

Designation: Recruitment Manager

Instrumental in hiring top notch talents at **CXO's/Leadership** level for IBM, Global Technology Services (**GTS**) **Labs, Hybrid Cloud COE**, IBM Gravitant in **Hybrid Cloud** and Enterprise Services, and **IBM Software Labs; IoT, Blockchain, Artificial Intelligence, IT Infrastructure, Storage, VMware, Cloud (AWS, Azure and Google), Cloud Brokerage, Dockers and Containers**, Security, Systems Server, Middleware, Senior Service Offering Partners, etc.

- **Accountable to set up (IBMs Acquisition) Gravitant, Cloud start-up in India from scratch.**
- **Responsible to build IoT Watson Conversation Development team for IBM Software Labs.**
- **Significant Achievement: hired 16 Senior Cloud Architects at Band 9 level within 50 days.**

### Red Hat Inc

2012-05 - 2015-10

#### Talent Acquisition Specialist

Designation: Talent Acquisition Specialist Job Profile:

A pivotal role, lonesome; Instrumental in building **Storage R&D division** and also exposed in hiring for Beijing and Brisbane locations. Strategic Sourcing and Talent Acquisition Consorted with BU-VP, Directors and Hiring managers on overall talent acquisition strategy, planning and delivery. Devise diverse sourcing strategy. Managed the complete Recruitment life-cycle Redhat and its acquisitions (Gluster FS, Ceph and eNovance). **Organized various tech talks, Tech Conferences/Tech Events, Meetups (Gluster/Docker/Codefest) & Hackathons. Campus Recruitment. Source mix used to hire in Red Hat-LinkedIn, Naukri, Monster, GitHub, HasGeek, Bull horn, Employee referrals, etc.: success ratio in the entire APAC region for having highest Employee referral-39% in FY14 & 42% in FY15.**

### EMC Data Storage & Software Service

2010-05 - 2012-05

#### Corporate Technical Recruiter

Designation: Corporate Technical Recruiter Job Profile:

Storage & Cloud Hiring. Interact with business managers across all the business units and gather the requirements specifications in detail. Interact with the cross-national folks and schedule technical rounds of interviews; co-coordinate WebEx Calls between the panelists and the candidates. Responsible for salary negotiations with the candidates.: **Successfully hired over 180 candidates by ensuring internal parity.**

### First Indian Corporation (Corelogic)

2007-05 - 2010-04

#### Executive-Human Resources

Designation: Executive-Human Resources

Hire value and niche skills. Ensure hire quality by adhering to the recommended selection processes including HR interviews. Responsible for requirement gathering, sourcing, screening, co-ordinating, compensation negotiation and offer conversion.

## Technologies Hired;

### Artificial Intelligence

Machine Learning, Deep Learning, Speech (Speech Recognition, Speech Synthesis, Speech-to-text & Text-to-speech modelling), Computer vision, Knowledge Graph, Language (NLP & NLU), Conversational Systems, Recommendation Engines, IoT modelling.

### Storage & Open Source

SAN and NAS (Gluster FS, CEPHS), Connectrix (Hitachi Thunder, Brocade, Cisco and McData Fabric Switches).

Redhat, Gluster FS, Ceph, OpenKM, PostgreSQL, Apache Jackrabbit.

#### Cloud & Big Data

AWS, Azure, Google Cloud, Vcloud, Open stack, Apache Cloud stalk, CloudMatrix and Cloud Brokerage.

Hadoop, HDFS, Ambari, Fulme, Genie, Ignite and Pig.

#### DevOps & Virtualization

Docker/Container, Jenkins, Ansible, Splunk, Saltstack and GitHub.

VMWare (ESX 3.5, V Sphere, Virtual Center 2.0, 2.5 and 4.0, VDI, vRO/vRA) and Citrix.

#### Backend & Frontend

Core Java, JEE (JSP, Servlet, EJB, JSF, Struts, Spring, Maven), Scala, JDBC & Microservices.

React.js, Redux, Vue. js, Backbone.js, HTML, CSS, Npm, Bootstrap.

#### Testing

lozone, Iometer, Jmeter, FIO, Specsfs, Iostat.

Manual and Automation Testing, Winrunner, Load runner, Black box, White box, Silk test

### Education

#### Bachelor of Commerce

Marketing

BEL First Grade College

2014 - 2017

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