

Swarangi Gadgil

HR Professional | Talent Acquisition & People Operations |
Based in India | Open to Global Roles (UK, EU, USA) |
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PROFESSIONAL EXPERIENCE

Junior People Operations Specialist | Vitamin Sea Beach Resort

OCTOBER 2022 - PRESENT

- Led end-to-end recruitment, reducing hiring time by 30% and improving candidate quality.
- Designed L&D programs, boosting employee retention by 20%.
- Implemented HR policies, ensuring compliance and boosting operational efficiency gains of 25%.
- Optimized workforce planning, aligning talent with business needs for sustained growth.

People & Culture Associate | Sirplus

SEPTEMBER 2023 - DECEMBER 2023

- Managed full-cycle hiring for Tech, Product, and Operations roles, reducing time-to-hire by 30%.
- Spearheaded employer branding initiatives, improving application rates by 40%.
- Optimized candidate experience, leading to a 15% increase in offer acceptance rates.
- Designed & facilitated technical interview frameworks, improving hiring efficiency and decision-making.

Delegation Assistant Liaison | Special Olympics World Games Berlin 2023 (Global Event)

MARCH 2023 - JUNE 2023

- Coordinated logistics for 190+ foreign delegations, ensuring smooth operations for 7000+ athletes.
- Collaborated with cross-functional HR teams, increasing data accuracy by 20% in workforce planning.
- Led volunteer onboarding and training, improving operational efficiency by 30%.

HR Coordinator | SalesEra

JULY 2022 - DECEMBER 2022

- Optimized talent acquisition strategies across multiple departments, reducing hiring time by 25%.
- Improved onboarding efficiency, decreasing new hire ramp-up time by 20%.
- Strengthened internal hiring processes, leading to a 35% increase in productivity.
- Managed leading high-impact team collaborations that increased meeting effectiveness by 20%.

My Edge

From scaling hiring at impact-driven startups to coordinating 7000+ athletes at a global event, I've done HR across two continents, five industries, and zero shortcuts. People Ops isn't just my job, it's my zone. Let's align people, purpose, and performance.

SKILLS & Competencies

- **HR Expertise & Tools:**
 - HRIS & ATS: HeavenHR, Personio, BambooHR, Greenhouse, Asana, Leapsome
 - LinkedIn Recruiter, Slack, MS Office, Zoom, Google Suite
- **HR Functions:**

Global Talent Acquisition, Employee Engagement, L&D, HR Compliance, Performance Management

- **Soft Skills:**

Cross-Cultural Collaboration, Leadership, Problem-Solving, Communication, Organizational Development

EDUCATION

- **BSBI, Berlin- DE**

Master in Business Administration (MBA) in Human Resources (HR)

OCTOBER 2021 - APRIL 2023

- **SPPU, Pune- IN**

Bachelor in Psychology

JUNE 2018 - JULY 2021

Languages

English: C2 | German: A2
Marathi: C2 | Hindi: C2