

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