Namrata Singh – GPHR, SHRM SCP, MA – Industrial & Organizational Psychology
Talent Acquisition Manager| Technical Sourcer| Engineering Recruiter| FullStack Recruiter
Email: namratasingh2701@gmail.com | **Phone:**+91- 9533380548 | LinkedIn

GPHR, SHRM SCP certified Talent Acquisition professionals with 13 years of technical hiring experience. Providing full life-cycle recruitment support and consultative expertise to accomplish staffing goals, responsible for building a strong professional network of qualified active and passive candidates; implementing use of technical and creative thinking skills.

Skills	Leadership, Engineering, Diversity, Corporate, Niche, Social media, hiring
Technologies	BackEnds, FrontEnds, DevOps, Cloud – AWS, Kubernetes, AI/ML, Scala, Mobile – iOS/Android, OTT
Sourcing Tools	Job Boards, LinkedIn, Referrals, Google X Ray, Image Search, GitHub, Stack overflow, Scribd, Twitter, Custom Search, Groups, Emojis etc
Role	SDE I, II, III, SDET, Developer, PM, Engineering Head, Director, QA, Architect, Designer etc

Certifications:
- o *Devskiller - Tech Recruitment Certified Professional*
- o *Social talent " Black Belt in Internet Recruitment" - License 15951*
- o *Certified "Privacy Fundamentals and the GDPR – HR." – Intertrust*
- o *IBM– Enterprise Design Thinking Practitioner*

Summary :
- o *Hands-on experience with sourcing techniques (recruiting on **social platforms and crafting Boolean search strings)***
- o *Understanding applicants **psychology of job search, previous technical experience** and compatibility to the **company's technical stack and products,** screening them from **a team dynamic and cultural stand-point.***
- o ***Finding patterns** on what kind of candidates will progress to the funnel to build recruitment strategies*
- o *Comfortable to work with **little to no supervision** and team setting environment*
- o *Understand the **organization's market position and competitive advantage** while developing strategy to attract, recruit and manage talent.*
- o *Ensures that all elements of the Talent Acquisition function (**Sourcing, Screening, Candidate management, compensation and benefits, compliance)** are aligned and integrated with organization.*
- o *Implements approaches (**buy/build/borrow**) to ensure that appropriate workforce staffing levels and competencies exist to meet the organization's goals and objectives.*
- o ***Provides guidance** to employees on the terms and implications of their employment agreement and the organization's policies and procedures.*
- o ***Managed small - medium size Recruitment team***

Independent Sep 2019 – till date – Exploring People analytics & EBDM – Statistics, Central Tendency, Variance, Correlation – linear/scatter, Structured & Unstructured Data – Logical, Categorical, Numeric, Data Scrapping and mining.

Intertrust Technologies Corporation • Talent Acquisition Manager - May 18 - Aug 2019
Employer Branding | Talent Acquisition | Sourcing | Social Media | EVP | Metrics
- Focus on candidate identification, market research, tactical activity design and execution, optimization of social channels, talent pipeline programs and employer brand.
- Partner with the communication and marketing teams to manage the company presence on social media and to advance the company's positioning as an employer of choice
- Hired **Data Engineers, BackEnds & Front Engineer, Bigdata, DevOps – AWS & Kubernetes Cloud, SDK, OTT, Video streaming MPEG and DASH, Scala, DevOps, Apache Spark**, QA.
- Aligned organization, stakeholder and applicants needs to the business goals to effectively engage & retain employee which resulted only 3% offer decline.

PegaSystems Worldwide • Recruitment Consultant Aug-15 - Jan-17

Sourcing| Talent Acquisition | Stakeholder Engagement| Full Cycle | Diversity| EVP
- Work with internal recruiters and hiring teams to understand hiring priorities and to design segmented talent acquisition campaigns on social media channel.
- Helped in building multiple team, hired **60 Engineers** & **4 Engineering Managers** for various **Business Units.**
- Manage and leveraged **"Employee Referral Program"** which was highly neglected in organization. filled **22%** of open positions, **70 – 80%** offers to joiner ratio, increased employee engagement and stakeholder satisfaction.
- Successfully designed & managed **"Women hiring Program"** a part of gender diversity initiatives.

Personagraph (Acquired by Intertrust Technologies) Manager HR - Talent Acquisition, Jan15 - Jun15
Sourcing| Employer Brand| Negotiation| Campus | Interview| Full Life Cycle |Social media
- Established **"Big Data Analytics"** team from the scratch, technologies - Platform engineers, DevOps, QA, Product managers, Mobile, UI/UX dev etc.
- Hired **14 Engineers, 2 – Product Manager, 2 Engineering Manager** from Tier – 1 institutes **IITs, IIMs, NITs, BITs Pilani** etc.
- **Source:** GitHub, Employee referral, Alumni groups, LinkedIn and Google X-Ray search.
- Managed campus placement of **ISB & BITS Pilani**, Hyderabad

Manvision Consulting - Asst Recruitment Manager - Nov 12 - Dec 14
Sourcing | Leadership hiring | Market Intelligence | Talent Mapping | Social Recruiting
- Executed talent acquisition strategies and create talent pipelines for future hiring needs, including executive and leadership roles. Sourced - **Developers, SDET, SDE, AVP, VP, Managers, Consultants**
- Responsible for research/data mining/sourcing activities

Pyramid Consulting - **Senior Resource Executive** - Oct 10 - July – 12
- Drive full cycle of recruiting initiatives to meet established goals, Improve Candidate and hiring manager experience.

SixSigma SoftSolutions Pvt Ltd - *Resource Executive - July 09 - Sept – 10*
- Designs, executed and managed effective strategies for sourcing, screening and stakeholder for Lateral, C2H, Contract position

Mutagen Consulting - Technical Recruiter - *Aug 07 - June 09*
- Managed, facilitates, and implements E2E recruitment process.

Education: Master of Arts**, Industrial and Organizational Psychology,** 2005
Vinoba Bhave University - MHRD NIRF ranked university (Jharkhand)

AWARDS & ACCOLADES:
- Received "Best Recruiters Awards" – Multiple times
- Received "*appreciations & accolades"* multiple times from Stake Holders for closing critical/niche positions

AFFILIATIONS:
- Member – Society of Human Resources Management (SHRM)
- Member – HR Certification institute inc. USA
- **Ambassador** - SupportSaturdays Global Digital I - CSR Campaign – Nonprofit organization