

Aman Nagpal

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SUMMARY

Result-oriented Technical Recruiter/Talent Acquisition with 8+ years of experience in successfully sourcing and hiring Semiconductor domains & Software domains top tech talent. Proven ability to build strong relationships with hiring managers and engineering teams to deliver high-quality candidates, resulting in a 73% offer acceptance rate and a 25% reduction in time to fill. Adept at building robust pipelines, conducting in-depth technical interviews, and delivering exceptional candidate experiences. Skilled in leveraging data-driven insights to optimize recruitment strategies and utilizing ATS, LinkedIn Recruiter, and advanced Boolean Search to identify and attract active and passive candidates.

SKILLS

- Technology Hiring/Technical Recruiting, Semiconductor Hiring, Strategic Sourcing (Github, Social Media, Employee Referrals), Interviewing (Telephonic, Virtual), Boolean Searching, X-RAY Search, Job Boards (LinkedIn Recruiter, Naukri, Indeed, Glassdoor), Headhunting, Talent Mapping, ATS (SAP SuccessFactors, Workday, Greenhouse, Job Diva), Stakeholder Management, Negotiation Skills, Attention to detail, Active Listening, Multitasking, Written and Verbal Communication

EXPERIENCE

Zithara.ai Jan 2023 - Present

Senior Associate, Talent Acquisition, Hyderabad, Telangana

- Coordinated and scheduled interviews between candidates and hiring managers, ensuring a smooth and efficient interview process. Provided guidance and support to candidates and hiring managers throughout the interview process.
- Sourced candidates through various channels such as LinkedIn Recruiter, Naukri.com, ATS, social media, professional networks, and referrals, leading to a diverse talent pool and successful placements
- Managed end-to-end recruitment processes and collaborated with hiring managers/stakeholders to develop effective strategies.
- Achieved successful hiring for Technology Software Domains, Programming Languages, Cloud DevOps, Frameworks/Libraries, Databases, and AI/ML by leveraging Boolean Searching and Talent Mapping techniques
- Maintained accurate and up-to-date candidate records in the applicant tracking system (ATS). Generated regular reports and metrics to track recruitment performance, analyze trends, and identify improvement areas.
- Tracked key recruitment metrics to evaluate the success of recruitment efforts and identify areas for improvement
- Worked closely with hiring managers to create accurate and compelling job descriptions that clearly outlined each role's responsibilities, qualifications, and expectations.
- Sought feedback from hiring managers, candidates, and other stakeholders to refine and enhance the recruitment process continuously, leading to a more streamlined and effective hiring experience

Advanced Micro Devices ' AMD Apr 2022 - Dec 2022

Senior Executive Talent Acquisition Hyderabad, Telangana

- Managed end-to-end recruitment processes and collaborated with hiring managers/stakeholders to develop effective strategies.
- Achieved successful hiring outcomes for Semiconductor and Software Domains by leveraging Boolean Searching and ATS tools, enhancing team capabilities
- Sourced and recruited candidates for roles in chip design, embedded systems, and VLSI, contributing to project success and team growth
- Facilitated interviews across multiple time zones, ensuring seamless coordination and enhancing candidate experience
- Coordinated and scheduled interviews between candidates and hiring managers, ensuring a smooth and efficient interview process. Provided guidance and support to candidates and hiring managers throughout the interview process.
- Worked closely with hiring managers to create accurate and compelling job descriptions that clearly outlined each role's responsibilities, qualifications, and expectations.
- Interviewed and evaluated over 40 candidates, maintaining robust pipelines and improving the quality of hires by ensuring alignment with job requirements
- Utilized LinkedIn Recruiter and Naukri for candidate sourcing, increasing the diversity and quality of candidate pools
- Led headhunting efforts for Mid-Senior to Director-level positions, successfully filling key roles and reducing time-to-hire
- Analyzed recruitment metrics to provide actionable insights to stakeholders, leading to improved recruitment strategies and decision-making

Diverse Lynx Mar 2021 - Mar 2022

Corporate Recruiter Noida, Uttar Pradesh

- Managed end-to-end recruitment for various positions, collaborating closely with stakeholders to improve hiring efficiency and candidate quality
- Leveraged multiple ATS platforms for job postings and workflow management, enhancing recruitment process efficiency and candidate tracking
- Employed advanced Boolean sourcing techniques using job boards, social media, and referrals, increasing candidate pool diversity and quality

- Interviewed and evaluated 35+ candidates, maintaining robust pipelines to ensure a steady flow of qualified candidates for open positions
- Conducted phone interviews to assess candidate suitability, improving the quality of shortlisted candidates for further evaluation

Youth4work Feb 2017 - Mar 2021

Senior HR Recruiter, Noida, Uttar Pradesh

- Acted as a (SPOC) for internal and external stakeholders throughout the hiring process.
- Led a team of 6 personnel, focusing on technology hiring for prominent clients.
- Implemented advanced Boolean and X-ray search techniques that reduced candidate sourcing time by 40%, allowing for quicker placements and enhancing team efficiency in fulfilling talent acquisition goals
- Collaborated with clients to understand hiring needs and compensation expectations
- Monitored ATS actions to ensure timely hiring and a positive candidate experience.

EDUCATION

Institute Of Management Technology (IMT), Ghaziabad, Uttar Pradesh

Jan 2021 - Mar 2023

Master of Business Administration (MBA), Human Resource Management

- **GPA:** 77.87% Final Grade from First Divison
- **Achievements:** 77.87% Final Grade from First Divison

Mahatma Gandhi University (MGU), Meghalaya

Jan 2017 - Mar 2019

Bachelor of Commerce

LANGUAGES

- English ()
- Hindi ()