

**Syed Azeem Ur Rehman**

**+917483314180**

[ssyedazeemurrehman@yahoo.com](mailto:ssyedazeemurrehman@yahoo.com)

[Influx.rec2@gmail.com](mailto:Influx.rec2@gmail.com)

<https://www.linkedin.com/in/syed-azeem-ak11/>

**Senior Talent Acquisition Manager/Delivery Manager/BDM (Staffing)**

### **Summary:**

- Accomplished Senior Business Manager with over 12 years of extensive experience in US IT recruitment, business development, and talent acquisition. Expertise in driving client acquisition, fostering long-term relationships, and achieving sales and operational goals in highly competitive markets. A proven track record of success in managing the end-to-end recruitment process, developing tailored hiring strategies, and negotiating high-value contracts.
- Recognized for strong leadership, team development, and strategic planning, with the ability to manage partner/client staffing needs and implement standard processes to meet organizational objectives. Proficient in vendor management, workforce planning, and utilizing advanced sourcing techniques to build robust talent pipelines.
- Highly skilled in employee training, onboarding, conflict resolution, and implementing efficient workflows to optimize recruitment operations. Known for delivering data-driven solutions, enhancing client satisfaction, and ensuring alignment with business priorities.
- Key Achievements
- Successfully managed recruitment teams and increased hiring efficiency through innovative strategies and metrics-driven performance reviews.
- Negotiated favorable contracts and terms with Tier 1 clients, contributing to substantial revenue growth.
- Reduced time-to-hire by streamlining sourcing and screening processes while maintaining candidate quality.
- Built and maintained a strong vendor network, ensuring seamless collaboration and staffing support for diverse client needs.
- Led recruitment and business development initiatives across IT, Non-IT, Clinical, and Engineering sectors, achieving consistent client satisfaction.

### **Core Skills**

**Business Development:** Expertise in identifying, acquiring, and retaining key clients, driving revenue growth and partnership success.

**Recruitment Lifecycle Management:** Comprehensive experience in sourcing, interviewing, negotiating offers, and onboarding.

**Vendor & Contract Management:** Skilled in MSA, SOW, and client reporting, ensuring efficient contract execution and compliance.

**Team Leadership & Training:** Proven ability to train, mentor, and lead recruitment teams to achieve organizational objectives.

**Technical Expertise:** Familiarity with ATS, VMS tools (Covendis, SAP Fieldglass), and advanced sourcing platforms.

**Strategic Planning:** Adept at business planning, market trend analysis, and implementing best practices for recruitment operations.

### **Competencies and Strengths**

**Client Engagement:** Proven ability to build and maintain long-term relationships with clients and stakeholders.

**Talent Acquisition:** Extensive expertise in IT, Non-IT, Clinical, and Engineering recruitment across diverse industries.

**Data-Driven Insights:** Proficient in using recruitment metrics and analytics to optimize hiring processes and strategies.

**Conflict Management:** Skilled in addressing client and team challenges, ensuring smooth operations and resolutions.

**Employee Development:** Strong background in organizing training sessions, team-building events, and new hire orientations.

### **Sourcing tools**

Zoom info, Applio finder, Sales Navigator, Diversity, CareerBuilder, Monster, Dice, LinkedIn Indeed, ZipRecruiter and TalentHub,

## **ATS**

Ceipal, Alphahire, Job Diva & GregH

## **VMS**

iTap, Blueline, Vector VMS, SAP Fieldglass, IQN, Covendis and WAND

## **MSP**

Conductive, KellyOCG, Monument, CAI

## **Certification**

HR + Finance with SAP S/4HANA Cloud and SAP SuccessFactors

Credential ID(3 week Online training)

## **Education:**

Institute Of Business Management and Research

Bachelors Program in Business Administration 2012

## **Professional Experiences**

### **FIRSTMILE - A Meraqui Company**

#### **Senior Talent Acquisition Manager/Delivery Manager**

**(Jan 2024 – Present)**

#### **Core Competencies**

- Client Acquisition & Retention: Skilled in identifying potential clients, fostering partnerships, and ensuring long-term retention.
- US IT Market Expertise: Comprehensive knowledge of IT, Non-IT, and Engineering roles, technical requirements, and visa compliance.
- Sales Strategy & Execution: Proven ability to meet and exceed sales targets through strategic planning and lead generation.
- Recruitment Leadership: Expert in developing sourcing strategies, managing teams, and building robust talent pipelines.
- Negotiation & Communication: Strong interpersonal and negotiation skills tailored to client and team collaboration.
- Data-Driven Decision Making: Proficient in tracking and analyzing recruitment metrics for process optimization.
- Responsibilities as Business Development Manager
- Cultivated and managed key accounts across industries including IT, Finance, Healthcare, and Technology.
- Collaborated with recruiters to establish talent pipelines, reducing average time-to-hire.
- Negotiated contracts and terms with Tier 1 clients, ensuring a balance between profitability and client satisfaction.
- Partnered with decision-makers to customize IT staffing solutions to meet specific needs.
- Identify, research, and target potential clients needing staffing services.
- Cold call, network, and attend industry events to generate leads.
- Pitch staffing solutions (temporary, contract, direct hire) to new clients.
- Build and maintain strong, long-term relationships with existing clients.
- Regularly check in with clients to understand evolving staffing needs.
- Act as the main point of contact for issue resolution and account growth.
- Analyze market trends in staffing and workforce demands.
- Develop strategies for targeting industries like IT, manufacturing, healthcare, etc.
- Prepare and present proposals, RFP responses, and service agreements.
- Meet or exceed assigned revenue targets (monthly, quarterly, yearly).
- Track metrics like client acquisition cost, revenue per client, and closure rate.
- Negotiate bill rates, terms of service, and other contractual conditions.
- Ensure compliance with labor laws, staffing regulations, and client policies.

#### **Responsibilities as Recruitment Manager**

- Led and mentored a team of 5 recruiters, promoting high-performance and collaborative team culture.
- Designed and executed recruitment strategies aligned with workforce growth objectives.
- Implemented innovative sourcing methods such as social media, job boards, and agency partnerships.

- Monitored market trends to refine recruitment processes and practices.
- Maintained passive candidate relationships for future hiring needs and reduced hiring gaps.
- Generated data-driven reports for senior leadership, providing actionable insights and strategic recommendations.

#### **Additional Skills**

- **Leadership:** Proven ability to inspire and manage teams toward achieving organizational goals.
- **Technical Proficiency:** Expertise in Applicant Tracking Systems (ATS) and other recruitment technologies.
- **Analytical Skills:** Adept at leveraging data to improve recruitment processes and business strategies.
- **Project Management:** Effective in managing multiple projects and meeting deadlines

#### **Hanker Systems Inc**

##### **Talent Acquisition Manager/**

**April 2023- December 2023**

Experienced Talent Acquisition Manager with expertise in managing and driving full-cycle recruitment across Healthcare, Pharma, State, and IT sectors. Skilled in leading and mentoring a team of 9 professionals, developing KPIs, and optimizing performance. Proficient in working with MSPs, Direct Clients, and VMS platforms like Covendis and SAP Fieldglass. Adept at creating recruitment strategies, ensuring ATS data integrity, and building strong vendor relationships. A results-driven professional focused on delivering top-quality candidates and enhancing organizational hiring processes.

#### **Leadership and Team Management:**

- Oversee the Talent Acquisition Department, managing and mentoring a team of 9 professionals.
- Develop, implement, and review Key Performance Indicators (KPIs) to monitor and enhance team performance.
- **Recruitment Expertise:**
- Drive full-cycle recruitment for sectors including Healthcare, Pharma, State, and IT.
- Collaborate directly with Managed Service Providers (MSPs) and Direct Clients, utilizing Vendor Management Systems (VMS) such as Covendis and SAP Fieldglass.
- **Operational Excellence:**
- Ensure data integrity within the Applicant Tracking System (ATS).
- Maintain strong relationships with third-party vendors to meet hiring objectives.
- Deliver quality candidates to hiring managers efficiently and effectively.
- **Strategic Contributions:**
- Create and implement recruiting strategies aligned with organizational goals.
- Engage in onboarding processes and administrative tasks to ensure seamless integration of new hires.

#### **Clients worked- States Client.**

#### **Prolim Global Corporation**

##### **Lead- Talent Acquisition/Account Manager**

**Sep-2020- March 2023**

- Full cycle recruiting for mid to senior level positions. A unique ability to develop and understand recruitment plans from concept to completion. A strong team player with solid customer service for internal and external clients. Reached client expectation with the timeline period) Point of contact for the account like HCL, Birlasoft and Brillio
- **Responsibilities:**
- Responsible for full life cycle recruiting for IT, Non-IT and Aerospace client requirements which includes job posting, sourcing, submitting, scheduling interviews, etc.
- Act as Asst Account Manager for the client (HCL and Brillio). Attain weekly and Monthly vendor call.
- Recruit through LinkedIn Recruiter, Dice, indeed, Monster and CareerBuilder.
- Assigning the role to the team. Following on daily update
- Hands on recruiting as an individual contributor.
- Achieve Quarterly target.

#### **Clients Worked, Aerospace, Toyota, Brillio, Federal Clients, and HCL**

#### **Real Soft, Inc.**

##### **Lead Recruiter- US Recruitment**

**December 2018 –April-2020**

#### **Responsibilities:**

- Responsible for full lifecycle recruiting for qualified Information Technology professionals on a contract, contract-to-hire, W2 and permanent basis.

- Handling IT, Financial, Pharmaceutical and Entertainment client requirements includes job posting, sourcing, submitting, scheduling interviews, etc.
- Recruit for a wide spectrum of Information Technology talent such as Software Developer, Software IT support Data Architect, Delivery Manager, Graphic Designer, UI Developer, .Net Developer, Sr Engineer. Software Architect and operations, network support and administration, network integration, program management, project management, quality assurance and testing, and telecommunications.
- (Pharmaceutical) Clinical Development, Clinical Trial, Clinical Trial Manager, Strategic Sourcing, R&D, Medical Director, Embedded Engineer etc.
- Daily activities include sourcing, conducting technical interview via phone, interview preparation and coordination , rate negotiations. followed by frequent talent care touch base calls both via phone and email to candidates currently on assignments, and with interview schedule candidates pipelined candidates.
- Establish and maintain strong relationships with information technology professionals using a variety of recruiting resources such as the company internal database (Alphahire), LinkedIn, , job boards (such as Dice, Career Builder, and Monster), and referrals.
- Maintain and document candidate communication within the automated recruiting database (Alphahire)
- Meet and/or exceed weekly goal expectations set within the company including, but not limited to, weekly outbound calls averaging 100-150, 10+ qualified client visits weekly, 3-5 qualified job orders, and averaging 1 placement.

**Clients Worked- Voya Financial, Eli Lilly, Allergan, TIAA,**

#### **Prospance Inc**

**Sr. US IT Recruiter-TAG**

**July 2018- Dec 2018**

##### **Responsibilities:**

- Responsible for full life cycle recruiting of IT candidates for PayPal and SAP client, from sourcing till PO.
- Sourcing resume from various portals i.e. Dice, Monster and LinkedIn, and screening for different IT roles.
- Responsible for uploading shortlisted candidates in VMS
- Updated the ATS on day to day basis.
- Updating submission report on dally basis and sending details to Team Lead.

**Client- Worked SAP and PayPal**

#### **DynPro Inc**

**Sr. US IT Recruiter-TAG**

**Nov 2015- Jun 2018**

##### **Responsibilities:**

- Responsible for full life cycle recruiting of IT candidates for Lenovo, Century Link, Clorox, IBM and TATA contract and full time .positions .
- Sourced candidates via Internet, user groups, job fairs.
- Negotiated compensation packages with prospective employees.
- Tracked candidate and sourcing data, and made necessary process improvement.
- Managed vendor contracts and relationships relating to recruitment process Reported to the Global head, Talent Acquisition.

#### **Infogain**

- Full Life Cycle recruiting of IT professionals including Architect, Developers, Project Managers.etc. Recruit all levels of IT Management (Project Managers, Program Managers, Development Managers).
- Partner with Assistant Managers throughout the recruitment life cycle and selection of qualified candidates..
- Prescreen all candidates to determine most qualified using resume review, phone screens and meetings with the Hiring Managers.
- Negotiate salary, discuss benefits, relocation, sign on bonuses and coordinate hiring process
- Develop and apply sourcing techniques and tools in search of external candidates for difficult to find skill sets.
- Document candidate evaluation and interview process
- Regularly utilize and evaluate diverse sourcing methods including internet sites, employee referrals, networking forums and competitive intelligence.

- Manage scheduling and communication with candidates throughout the interview process.
- Communicate challenges and provide solutions that result in improvements to the recruiting process.
- Build a consistent pipeline network of candidates to support current and future hiring needs and potential growth opportunities

**Clients worked- Lenovo, Clorox, Infogain**

**Influx Software Solutions, Inc**

**Bench Sales**

July 2012 - March 2015

**Responsibilities:**

- Managed full life-cycle recruiting for Influx Software Solutions Inc.
- Sourced, screened and negotiated all offers for hiring managers
- Provided weekly candidate pipeline reports to executive team
- Prioritized clients' requirements in a high volume, time-sensitive environment to meet deadlines.
- Provided weekly candidate pipeline reports on weekly basis.
- Articulated and negotiated job offers with candidates
- Searching requirement resources on daily priority • Arrange interview scheduling.
- Handling the rate negotiations with the Vendors/clients, coordinating with the consultants and vendors for interview schedules.
- Involved in signing the NDA and handling of PO and MSA.
- Prepare offers for candidates, and effectively close candidates after employment offer is made. Signing up the agreement with the vendor
- Recruited and hired candidates in state and out-of-state for contract, contract-to- hire and permanent placements for all IT positions for multiple client companies.
- Made initial contacts, scheduled and conducted full cycle interview, met each in-person, reference checked and submitted for the matching position.
- Determined the needs of the hiring managers at the client side.
- Established and maintained professional relationships with Tier one vendor`s.