**PraShant Rohira**

[Prashant\_Rohira9@outlook.com](mailto:Prashant_Rohira9@outlook.com) | 626-419-8496

**Professional Summary**

* Results-driven Recruitment Manager with over 7 years of experience in full life-cycle technical and non-technical recruiting across onsite, local, and 100% remote roles.
* Expertise in direct-hire, permanent, and contract placements, leveraging advanced sourcing techniques, passive recruiting, cold calling, networking, referrals, and negotiation strategies to secure top-tier talent.
* Proven track record of successfully recruiting and placing multi-level technology professionals across Technical, Healthcare, Insurance, and Telecommunications industries.
* Adept at managing recruitment teams, optimizing hiring strategies, and streamlining processes for enhanced efficiency.

**Core Competencies**

* Technical Recruiting & Talent Acquisition
* Applicant Tracking Systems (JobDiva, Ceipal, Staff-Line, Qpro)
* Boolean Search & Advanced Sourcing Techniques (Dice, CareerBuilder, Monster, LinkedIn Recruiter, X-Ray Search)
* Market Research & Competitive Analysis
* Account & Vendor Management (Vector VMS, Fieldglass)
* Team Leadership & Training
* Process Optimization & Time Management

**Key Achievements**

* Spearheaded the recruitment efforts for STNJ (State of NJ) at Sunrise Systems.
* Recognized as "Rookie of the Month" at Aditi Consulting.
* Successfully acquired Finra as a client at Compunnel Inc.
* Led a comprehensive recruitment project for Cognizant at NLB Services.

**Education**

* Postgraduate Diploma in Human Resource Management (PGD-HRM), Narsee Monjee Institute of Management Studies (NMIMS) | 2019–2021
* Bachelor of Commerce, Jiwaji University | 2013–2016

**Professional Experience**

**Comptech Associates | *Recruitment Manager (US Market)***

**March 2024 – Present**

* Oversee daily talent acquisition operations, ensuring seamless candidate evaluation and engagement.
* Develop and optimize recruitment channels to enhance hiring efficiency.
* Lead interviewing, onboarding, training, and management of enrollment advisors.
* Train and manage a team of 5 offshore recruiters, ensuring compliance with US staffing processes.
* Additionally, supported recruitment for UK-based clients, particularly in the financial sector, including Satendra Bank.
* Responsibilities included sourcing and onboarding candidates in compliance with UK employment standards, collaborating with UK hiring managers, and ensuring smooth communication across time zones.
* Act as a subject matter expert on recruitment tools and technology.
* Manage recruitment operations for major clients, including Chubb Insurance, Santandar Bank, J&J, STNJ, Frontier, AFS, E&Y, and Accenture.

**Sunrise Systems | *Lead Technical Recruiter (US Market)***

**October 2022 – February 2024**

* Conducted detailed pre-screening and technical evaluations of candidates, maintaining an 80% direct engagement rate via calls and emails.
* Managed STNJ (State of NJ) recruitment through Vector VMS and MSP CAI.
* Collaborated with hiring managers to assess and finalize candidates.
* Supervised a team of 7 recruiters, training them on US staffing processes.
* Supported recruitment for UK-based clients, in the financial, Pharma, and IT sector
* Specialized in technical roles, including Java, .NET, Full Stack, DevOps, Hadoop, PM, SDET, Cloud Security, Power BI, and Automation Testing.
* Recruited for key clients such as Chubb Insurance, J&J, STNJ, BMS, Activu, ZT Systems, Lonza, PG&E, Amerisource Bergen, Spectrum Health, Unisys, and UST Global.

**Aditi Consulting | *Senior Technical Recruiter (US Market)***

**May 2021 – September 2022**

* Led end-to-end technical recruitment processes, ensuring rapid and high-quality placements.
* Managed candidate sourcing, screening, interview coordination, feedback collection, compensation negotiations, hiring documentation, and onboarding.
* Recruited for Amazon, Microsoft, and Best Buy, specializing in roles such as Software Engineers, QA Automation Engineers, DevOps Engineers, Project Managers, ETL Developers, and Business Analysts.

**Compunnel Inc. | *Senior Technical Recruiter / Team Lead (US Market)***

**August 2019 – April 2020**

* Served as part of the Global Talent Acquisition Leadership Team, driving strategic recruitment initiatives.
* Provided market intelligence insights, analyzed hiring trends, and optimized recruitment strategies.
* Trained and mentored 4 junior recruiters in full-cycle recruitment.
* Recruited for FINRA, NJM Insurance, Moody’s, Cognizant, Syntel, and IGT, focusing on SDETs, Salesforce, Java Developers, Project Managers, and Business Analysts.

**Next Level Business Services Inc. | *Senior Technical Recruiter (US Market)***

**April 2018 – August 2019**

* Managed full-cycle recruitment, including passive talent sourcing, cold calling, and networking.
* Partnered with technology leaders to drive talent engagement and recruitment event sponsorship.
* Recruited for Cognizant, Emids, Infosys, TCS, Syntel, TechM, and Hexaware, specializing in Java, .NET, SDET, Power BI, and Automation Testing.

**Rose International (Rose IT Solution) | *Associate Technical Recruiter (US Market)***

**October 2017 – April 2018**

* Provided high-level sourcing for **senior technical and director-level roles**.
* Recruited for QBE Insurance, JCI, Truven Health, HCL America, Kaiser, Facebook, First Data, Pearson, and Verizon Wireless.

**ApexTGI | *Sales Recruiter (US Market)***

**April 2017 – September 2017**

* Partnered with clients to define job descriptions and candidate expectations.
* Developed and formatted resumes for optimal client presentation.
* Recruited for Virtusa and Birla Soft.

**I Energizer (Make-My-Trip) | *Travel Adviser / Package Architect (Indian & US Market)***

**June 2016 – February 2017**

* Managed domestic and international travel packages, providing customers with tailored solutions.
* Assisted clients in package amendments and travel-related queries.