

SUMMARY:

- Lead Recruiter with over 4 years of experience in full-cycle recruitment, specializing in IT, Non-IT, Engineering, Pharma, and Med-Tech industries. Hands-on experience in Sales & Marketing. Proven track record in sourcing and placing candidates across Contract, Contract-to-Hire, and Full-Time roles. Experienced in managing W2, Corp-to-Corp, and 1099 hiring models in the U.S., as well as T4 in Canada. Over the years, I've handled technical and non-technical roles, supporting top-tier clients across the U.S., Canada, and Brazil. Strong in client communication, sourcing, and handling end-to-end recruitment. Dependable, target-driven, and always focused on results.

CORE COMPETENCIES:

- Recruitment Strategy | Full-Cycle Recruiting | Contract & Full-Time Hiring
- Life Sciences, Pharma, Med-Tech Talent Acquisition
- Sourcing Tools: LinkedIn Recruiter, Dice, Monster, CareerBuilder, Indeed
- ATS Proficiency: JobDiva, CEIPAL (Basic)
- VMS Expertise: SAP Fieldglass, Beeline, Agile One
- Visa & Tax Compliance: W2, C2C, 1099, T4 | H1B, GC, EAD, OPT, TN, L1/L2
- Interview Coordination | Offer Negotiation | Talent Pipeline Building
- Client & Account Management | Resume Writing & Formatting

PROFESSIONAL EXPERIENCE:

SnapX.ai, Remote

Apr 2025 – Present

Lead Recruiter – Freelance

- Manage the full-cycle recruitment process for non-IT roles, including sourcing, screening, interviewing, and onboarding candidates.
- Source and place candidates across W2 Contract, Contract-to-Hire, and Full-Time positions.
- Utilize company-owned SnapX.ai ATS, LinkedIn Recruiter, and U.S. Monster account for talent acquisition.
- Clients: TCS, Specialized Recruiting Group, DCS Corp, Tyson Foods, and Kaiser Permanente.

eTeam, Noida/ Remote

Mar 2022 – Jul 2024

Senior Technical Recruiter

- Led full-cycle recruitment for high-impact roles across the Pharma, Medical Devices, Telecom, Aerospace, IT, and non-IT sectors.
- Supported top-tier clients including Sanofi, GSK, Merck, Coca-Cola, T-Mobile, Capital One, and Akamai.
- Handled both onshore hiring in the U.S. and offshore recruitment in Brazil for Akamai.
- Worked on Canada-based requirements for BNP Paribas.
- Proficient in managing various hiring models, including W2, Corp-to-Corp, and 1099 in the U.S., and T4 in Canada.
- Extensive hands-on experience with VMS platforms such as SAP Fieldglass, AgileOne, and Beeline, managing end-to-end processes including candidate submissions, interview scheduling, and client coordination.
- Maintained a high submittal-to-interview ratio by pre-screening candidates thoroughly.
- Managed end-to-end recruitment, including sourcing, interview scheduling, offer negotiation, and onboarding.
- Hands-on experience in LinkedIn Recruiter, job postings, advanced searches, and talent acquisition.
- Skilled with recruiting portals such as Monster, CareerBuilder, LinkedIn Recruiter, Dice, etc.
- Proficient in Applicant Tracking System (ATS) - Job Diva.
- Built candidate pipelines for recurring skill sets to reduce time-to-fill.
- Trained and mentored junior recruiters, contributing to team performance and knowledge sharing.
- Skilled in resume writing and formatting, including resume summaries, scheduling interviews, and coordinating with the team.

Ashtech Solution, Noida/ Remote

Nov 2020 – Mar 2022

Technical Recruiter

- Conducted full-cycle recruitment for US-based clients through direct and implementation partners.
- Delivered talent acquisition for IT/Non-IT domains, supporting clients like Cognizant, Tech Mahindra, UST Global, and GlobalLogic.
- Performed sourcing using Dice, Monster, CareerBuilder, and internal ATS.

- Effectively communicated with US candidates across multiple time zones.
- Built strong candidate pipelines across W2 and C2C positions, ensuring diversity and compliance.
- Negotiated compensation and closed offers successfully while ensuring candidate engagement.

EDUCATION:

- Bachelor's in Technology in Civil Engineering from Himachal Pradesh Technical University, Hamirpur (H.P.), 2017

COURSES:

- Minor in CSE & Next Gen Technologies (Part-Time Student) from IIT Mandi, Sep 2024 - Present
- Enrolled in a part-time Computer Science program at IIT Mandi to improve my IT and tech knowledge.
- Gaining exposure to programming fundamentals, data structures, algorithms, and system design through an industry-relevant curriculum.
- Actively developing new skills and staying updated with trends in AI, data systems, and software engineering.

CERTIFICATION AND TRAININGS:

- American Staffing Association Corporate Recruiting Professional Certificate, American Staffing Association – Apr 2025
- Certified LinkedIn Recruiter User
- Senior Recruiter/Subject Matter Expert in Skill Enhancement and Employee Development, eTeam – Sep 2023
- US EEO Compliance Training, eTeam – Mar 2022

TECHNICAL SKILLS:

- Job Portals: Dice, Monster, CareerBuilder, LinkedIn, Indeed
- ATS Tools: JobDiva, CEIPAL (basic)
- VMS Tools: SAP Fieldglass, Beeline, Agile One
- Productivity: MS Office Suite (Word, Excel, Outlook, PowerPoint, Teams)

ACHIEVEMENTS:

- Closed 15+ high-impact roles in the Pharma domain within tight deadlines.
- Maintained 90 %+ interview-to-submittal success ratio consistently.

PERSONAL ATTRIBUTES:

- Strong interpersonal skills and ability to work in a high-pressure environment.
- Excellent communication and client-facing abilities.
- Detail-oriented with a focus on results and continuous improvement.

LANGUAGES:**English**

Advanced Level

Hindi

Native Level

PERSONAL DETAILS:

Name: Nitin Dhiman

Marital Status: Unmarried

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AVAILABILITY:

- Immediate Joiner | Open to Remote, Hybrid, and Onsite Roles