|  |
| --- |
| 1    **David Walker**  London |      A highly versatile and results-driven **Talent Acquisition Professional with over five years of comprehensive experience** in developing and executing strategic business initiatives. Expertise in creating robust talent acquisition strategies that align with organisational goals and enhance employer branding. Proven ability to collaborate with senior leaders, HR teams, and external partners to drive successful talent attraction and retention programs across EMEA regions. Adept at leveraging data-driven insights and innovative technologies to optimize recruitment processes.  **AREAS OF EXPERTISE**   * Project Management • Leadership Hiring • Relationship building * Stakeholder Management • Talent Segmentation • Training and Development * Diversity Strategy • Employee Engagement • Cross-cultural Communication * Employer Branding • Talent Management • Team Building and Leadership * HR Operations • Candidate Assessment • Employee Lifecycle   **TECHNICAL SKILLS**   * **Candidate Relationship Management (CRM) Tools:** Generative-AI based *Workday;* *LinkedIn Recruiter* * **IT Tools**: *Microsoft Office*; *Google Workspace; Teams* (Interviewing)*; WebEx* (Cold Calling); *SharePoint; Qualtrics* * **Analytics:** Certified Proficiency in People (HR) Analytics (*MS-Excel);* Dashboarding *(PowerBI); IBM SPSS; NVivo* * **Recruitment Marketing Tools:** Applicant Tracking System *(Smart Recruiters)*; Job boards *(Indeed, Total Jobs)* * **Employee Lifecycle Management Tools:** Onboarding and Learning Management Systems (*SAP SuccessFactors)* * **Licenses & Certifications:** CMI Level 7 in Management and Leadership ***{Chartered Management Institute}***; Strategic Talent Acquisition; Talent Management & Succession Planning; People Analytics; Learning & Development; Diversity, Equity, Inclusion & Belonging (DEI&B) ***{Academy to Innovate HR – AIHR}***     **PROFESSIONAL EXPERIENCE**  **Talent Acquisition Specialist, ALTEN UK -** *London**(Nov 2022 – Jul 2024)*  ALTEN is a French multinational engineering, technology, and IT consulting company focusing on innovation and R&D activities in 30+ countries across defence, aerospace, automotive, and energy with a workforce of 50,000+ engineers.   * **Talent Attraction:** Partnered with TA Partner to devise innovative talent strategies, using detailed market research, competitor analysis, and DEI strategy, resulting in attraction of a high-volume of top talent * **Strategic Sourcing:** Accelerated client prospection and business development for key accounts by directly sourcing and headhunting engineering talent with specialist skillset; resulting in enhanced client engagement * **Database Management:** Collaborated with Managers to accurately identify talent needs, developing a robust pipeline of 800+ active and passive candidates through diverse channels, resulting in a 50% faster time-to-fill * **Project Management:** TPO and ALTEN ambassador to Cranfield University and other prestigious institutions, facilitating seamless transition from academia to industry through Pre-Placement Talks (PPTs) and Career Fairs * **Candidate Experience:** Oversaw the entire recruitment lifecycle (end-to-end) from initial contact to offer management, ensuring an exceptional candidate experience that led to an 80% acceptance rate * **Onboarding Support:** Coordinated with the Onboarding Coordinator to streamline the transition process for new hires, both local and international, resulting in an 85% new hire retention rate within the first year * **Executive Hiring:** Successfully managed end-to-end executive search processes in collaboration with Division Directors for senior leadership roles, resulting in the hiring of high-impact leaders for critical projects   **Notable Achievements**:   **Revenue Generation**: Generated $4M+ in revenues in collaboration with account managers by hiring 40+ engineers for niche Automotive projects (Battery Management Systems, Functional Safety, ADAS, Infotainment, EV Infrastructure, Gigafactory, Powertrain, Climate Control) with industry giants like*JLR, Aston Martin, Bentley, McLaren, Polestar, and Nissan,* contributing to ALTEN’s reputation as a key partner in the industry   **Diversity Recruitment**: Spearheaded the DE&I strategy to attract talent from top-tier institutes for *ALTEN Graduate Programme* and *Early Careers Scheme*through targeted Career Fairs and Recruitment Campaigns   **Leadership in Talent Acquisition**: Successfully hired senior talent for executive-level roles, including Programme Managers and Project Directors, to lead consultative projects across defence and automotive   **High-Volume Recruitment:** Screened 5,000+ candidate profiles, conducting 10+ structured interviews and 50+ cold calls weekly along with extensive assessments to **achieve a strong ‘Interview to Offer’ ratio of 3:1** |
| 2    **HR Operations Assistant, EASTMAN KODAK COMPANY (EAMER HQ) -** *Watford (Jun 2022 - Sep 2022)* KODAK is a leading global manufacturer focused on commercial print and advanced materials & chemicals.   * **Employee Relations:** Collaborated with multidisciplinary team to develop effective employee relations strategy, and enhance employee engagement based on internal research surveys * **Talent Management:** Participated in the evaluation of training programs, using feedback and data analysis (*NVivo, Qualtrics*) to recommend improvements that increased engagement and talent retention * **People Analytics:** Conducted qualitative & quantitative analysis of research data (*IBM SPSS*) from leavers and employees, and liaised with global HR teams to ensure consistency in training delivery across regions * **HR Policies:** Assisted the HR Business Partner with UK Immigration policies, facilitating stakeholder engagement and ensuring compliance   **Notable Achievements**:   Collaborated with IT and HR teams to implement Workday (HRIS) and LinkedIn Recruiter, streamlining recruitment workflows and integrating new tools, **generated cost savings of over £2,000 per hire**   Developed and presented a long-term strategic ‘Action Plan’ for Kodak (EAMER HQ), encompassing a new performance appraisal system, an enhanced mentorship program, and the integration of psychometric assessments into the talent development curriculum; **potential savings of ~70% in turnover-related costs**    **Business Development Manager, OYSTER PRINTERS & PUBLISHERS LIMITED -** *India**(Dec 2018 – Aug 2021)* OYSTER specialises in printing academic texts for Govt. of India, and publishing children's literature for the last 25+ yrs.   * **Strategic Business Development**: Conducted market research and competitor analysis to identify potential government projects and stay ahead of trends, contributing to the development of strategic business plans * **Employer Branding:** Collaborated with the marketing team to create targeted campaigns and promotional materials, resulting in a 20% increase in client engagement * **Networking and Relationship Building:** Organised and participated in industry conferences, trade shows, and networking events to promote the firm and establish a strong brand presence in the publishing sector * **Stakeholder Management:** Coordinated with the production and logistics teams to ensure seamless execution of government projects, meeting stringent deadlines and quality standards * **Team-building and Leadership:** Partnered with recruitment team to hire talent for BD and Marketing, building up a team which catered to top Indian publishing giants like Arihant, Oswal, and Rupa * **Client Prospection:** Researched on prospective clients using ZoomInfo, 30+ cold calls per week, generating leads with a healthy lead qualification of 3:1 to set business meets/appointments using Salesforce CRM   **Notable Achievements:**   Developed and executed strategic business plans to expand the firm's presence in the government sector, resulting in a **25% increase in government contracts over two years**   Led cross-functional teams to respond to RFPs, RFQs, and RFIs, ensuring timely and **accurate submission of proposals and driving a win rate of over 50%**   Negotiated and closed high-value contracts using strategic sales approach, **generating $5M+ in annual revenue and achieving a 30% profit margin**   Implemented a CRM system to track client interactions, manage leads, and analyse sales performance, leading to a **20% improvement in client satisfaction and retention**  **EDUCATION**   * **MSc in Management**, *Cranfield University, UK* – *“Course ranked 28th in the world”*   o ***HR Consultancy Project, Radisson Hotel Group, Spain****: Presented recommendations to Vice-President, RHG (EMEA) as part of a high-impact HR consultancy project (Strategy formulation and project management) aimed at promoting Women in Leadership - WiL across RHG EMEA*     * **BSc (Hons) in Zoology (Life Sciences)***, University of Delhi, India – First Division*   **EXTRA-CURRICULARS**   * **Fundraising Chairman (2021-22)**, *Silsoe Aid for Appropriate Development* *(SAFAD)* {British Charity run by CU}➢ **Volunteer**, Department of Biotechnology, Govt. of India for *“Bani BaSIC-II School Innovation Project”*   **Memberships:** Cranfield Yoga Society (President) **|** Cranfield Toastmasters **|** National Cadet Corps (Sergeant, India) |