

S.Manikandan

B.Tech (Information Technology)

Mobile: 8754669027

E-mail: manikandan.smk153@gmail.com

Profile summary

- A **Talent Acquisition professional** with an extensive experience of around 3.9 Years in End to End Recruitment.
- Handling IT requirements and supporting for banking clients on Niche skills.
- Working Closely with the Business leaders and Hiring managers to understand the hiring needs
- Working closely with Business from requirement gathering to till deployment.
- Have good exposure on client handling and post selection process
- Comfortable working with Permanent and Contractual Role.
- Gained experience in managing the recruitment life-cycle for sourcing the best talent from diverse sources after identification of manpower requirements and developing training & development initiatives for quality enhancement.
- Maintaining the TAT
- Good communication and Interpersonal skills
- Team player. Can work individually if required.

Work Experience

Working as a **Sr. Executive - Talent Acquisition** in **Teamware Solutions** (A Division of Quantum Leap Consulting Private Limited) Chennai from **March 2019 to till date**

Clients handled: **Morgan Stanley** since March 2019 to Dec 2020, **BNP Paribas** since Dec 2020 to Apr 2021 & **Credit Suisse** since Apr 2021 to till date.

Recruitment

- Hands-on experience in Contract staffing
- End to End Recruitment across different levels
- Responsible for handling the entire Recruitment cycle: Sourcing, Screening, Contacting, Confirming, Interviewing, and placing the qualified candidate.
- Handling the IT positions across different technologies.
- Maintained healthy Recruitment pipeline for Niche/Super Niche skills.
- Recruiting employees across different levels through various sources of Recruitment: Refined search from job portals (Naukri, & Monster), direct Sourcing and references.
- Excellent skills in candidate pre-screening, conveying company information, and explaining benefits and employer services.
- Managing the hiring requirements within defined Turnaround time (TAT).
- Posting jobs in job portals to make recruitment efficient and easy.
- Making use of effective Recruitment and Resourcing strategies such as focused networking, reference generation, internal database, cold calling, mapping & job boards.
- Good exposures in post selection process: Offer letter generation, Documentations, Salary negotiations, BGV, Onboarding formalities

Client Handling:

- Coordinating with the managers (Hiring & Delivery) and execute the needs
- Evaluating the profiles and conducting the initial round of interview before sending the resume to clients.
- Interview feedback collection post interviews to proceed with further recruitment process
- Interacting with the hiring managers to understand the client's requirements with respect to candidate's profile, Job description, Salary payable and the TAT period.
- Daily interaction with Account Managers for requirements and regular follow up on submissions and interview schedules

Roles Handled:

Software Developer, Software Tester, Support Engineer, Software Architect, Project managers and Scrum Masters

Requirements handled:

Java, .net, Python, SQL Front end/UI Developer, Database support, Qlikview, ETL (Informatica), Scrum Master, Project managers

Positions Closed:

Java developer, .net developers, Database support, Salesforce developers, Project managers (PMO) and Scrum Masters.

Worked as a **Talent Acquisition Executive in Redefined Corp** (An US based start-up) **Chennai** from July 2018 – Feb 2019

Client: Multiple clients (Start-ups and mid-level)

Roles and Responsibilities:

- Coordinated with hiring managers to identify staffing needs
- Involved in permanent staffing
- Determined selection criteria
- Sourced potential candidates through online channels (e.g. Online job portals)
- Planned interview and selection procedures, including screening calls, assessments and in-person interviews
- Performed screening calls, assessments and in-person interviews
- Worked as business development executive
- Assessed candidate information, including resumes and contact details using cold calls.
- Attended business meeting with management seniors

Requirements handled:

IT: Database developer (SQL), Mainframe development, Testing, SAP

Non IT: Content writer, SEO, BDE, Sales & development executives / managers

Requirement closed:

Database developer, Content writer and Sales executives

Technical Exposures:

- Java Technologies - Java core, J2ee, JSP, Servlets, spring, Struts, Hibernate, JDBC..
- Microsoft Technologies - Dot Net, VB.Net ASP.Net, ADO.Net, C#, WCF, WPF, MVC, MS SQL Server, Access, SharePoint
- Big data - Spark, Hive, Pig, Apache, Sqoop, Scala
- Web Technologies – Angular, HTML, CSS, XML, CGI, and HTTP, JavaScript, jQuery, Bootstrap, React, Node
- Database – Oracle, MS SQL Server, DB2, Sybase.
- BI – QlikView, ETL, SAP.
- Scripting Languages - Perl, Python and Shell.
- Testing – Manual, Automation, Selenium.

Education

B.Tech in Information Technology from JJ College of Engineering & Technology, Trichy

Personal Details

Date of Birth	:	15 March 1995
Marital Status	:	Unmarried
Languages Known	:	English and Tamil
Permanent Address	:	Thanjavur

Declaration

I hereby declare that the information furnished above is true to the best of my knowledge.

Manikandan S