

## **Talent Acquisition** (India, US, Canada, & EMEA)

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### **Profile**

Expertise in end to end recruitment in Campus and Lateral hiring across various experience levels for multiple skills sets, specialize in niche skill hiring, working on next-generation hiring models to equip organizations with timely supply of desired talent. Expert in using tools like job portals & social media for recruiting the best talents from market and involved in market mapping & talent mapping to building the smarter works force

### **Areas of Expertise**

- Good People Management, Communication, Negotiation and Persuasion skills, and an Excellent Team Player.
- Excellent planning and organization skills, attention to detail, ability to handle multiple tasks and work in a fast-paced, time-sensitive environment.
- Experience in all full lifecycle recruiting components including, but not limited to, sourcing, qualifying, networking, assessing, legal, job analysis, wage, salary trends, relationship management, and due diligence.
- Talent Partner to India & US Center
- Successfully provided staffing support to several critical projects with stiff deadlines and within the budgetary limits. This included projects in multiple locations of USA and India.
- Process Improvement and System enhancements. (ATS, i.e., Workday, Taleo, Qandle, Glassdoor)
- Possess good experience in working closely with all international clients as client Interface for acquiring talent.
- Strong experience in implementing metrics and reporting processes to keep business informed on the health of their activity.
- Strong understanding of the various requirement aspects and organizational dynamics to onboard resources on the project.
- Managed and coordinated Staffing Vendors; negotiation, contract set up, annual review and performance review.
- Key focus on the project structure and the end deliverables by ensuring the right skill level of people are sourced – especially for a large/small project with constraints on budgets and timelines.
- Manage a team of Recruiters & Re-sourcing from 2 to 10.
- Work on up-skilling the resource pool driven purely by the business/industry trends and pipeline of work – thereby ensuring – lower bench rate and higher learning hours locked for resources.



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## **Talent Acquisition** (India, US, Canada, & EMEA)

- Developed processes and systems to provide key updates to individuals on personal development and enable them to attend key pieces of training
- Recruited & Re-deployed around 5000 IT professionals
- Conducted multiple walk-ins to attract talent.
- Conducted campus recruitments to hire fresher's from engineering/non-engineering colleges and Training Institutes
- Experience in Resource Management / Bulk Hiring / Niche Skill Hiring / Leadership Hiring
- Introducing New Recruitment Process / Policy Revision / Best Practices
- Salary Decisions & Bench Marking / Competency Mapping / Talent Mapping / Market Analysis / Salary Correction / Employer Branding
- Expertise in Hiring using Social Media ( LinkedIn, Facebook, Twitter, etc.,)
- Recruitment through channels like Search firms, Referrals, Social Media, Job boards and Print Ads
- Internal Movement of Employees
- Salary fitment / Framing Recruitment Policies / Experience in managing a team of 15 recruiters.
- Experience in Recruiting candidates across various geographies
- International Recruitment - America, EMEA, APAC

### **Technology Hired for**

#### **Semiconductor, VLSI, & Embedded Systems:**

STA/Synthesis, Physical design, Verification, Design and Verification, DFT, RTL, Circuit design, Analog layout, AMS, Networking, Application, Embedded C, Firmware, Board bring-up, Wireless domain Embedded C, Firmware, Board bring-up, IO Controller, VxWorks, RTOS, QNX, Audio Driver, AUTOSAR, Kernel, Linux Internals, Hardware Design, PCB Design, Schematic Design

#### **Multimedia & Connectivity:**

Wireless – Bluetooth, BLE, WLAN, IEEE, 802.11, Wi-Fi, Carplay, GAL, Mirrorlink, GSM, GPRS, UMTS, 3G, NAS, HSPA LTE, IMS

Media-Gstreamer, DirectShow, OpenMAX, Android StageFight

#### **Data Communication & Tele Communication:**

OSI Protocols, Layer 1-3, Ethernet(Switches, Routers) SNMP, NMS, EMS, OSS, BSS, Meditation

#### **Application:**

JAVA, Microsoft, Web Technologies, Design, Testing



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### **SAP Ecosystem:**

FI/CO,MM,SD,HCM,PP,PS, SCM, CRM, Basis, ABAP module (With S/4Hana , BOPF,Oops , Odata,),SAP UI5 & FIORI

### **Cloud Analytics:**

Big Data, Hadoop, APIs, Hive, Nodejs, Angularjs, MongoDB, Hbase, Machine & Deep Learning, Linear Regression, Decision Tree, Random Forest, Neural Networks

### **Key Result Areas**

- **Stakeholder Management**
- **Team Management**
- **Sourcing Strategy**
- **Cost Analysis (Cost/Hire)**
- **Key Metrics**
- **Vendor Management**
- **Performance Management**
- **Coaching and Mentoring Hiring Managers and Team Members**
- **Market Intelligence**

### **Organizational Experience**

**Confidential|Third Party Payroll|Head-Talent Acquisition (INDIA,EMEA,APAC, & US) from Aug 15**

**Avnet|Senior Manager Talent Acquisition (INDIA,EMEA,APAC, & US)|Jan 13 – Jul 15**

**Bahwan Cybertek|Talent Acquisition Partner-India, US & Middle East Sep-08 – Dec 12**

**Enrich IT, Inc. Talent Acquisition Manager- India & US Dec-06 – Sep-08**

### **Academic Professional Credentials**

**MHRM – (Master of Human Resource Management) Pondicherry University, India (2002-2004)**

**BLM – (Bachelor of Labor-Management) TILS, Madras University, India (1999-2002)**

### **Personal Dossier**

- **Gender:** Male
- **DOB:** Jan 14, 1981 (Being the first day on Earth)
- **Languages know:** Expert: English, Tamil  
Limited: Malayalam, Hindi, & Telugu



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