

VIKAS KOLLYA

TALENT ACQUISITION SPECIALIST 📍 BANGALORE, INDIA 📞 +919620298420

◦ DETAILS ◦

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◦ SKILLS ◦

Customer Service
Strong Communication Skills
Talent Acquisition
Internal & External Stakeholder Management

👤 PROFILE

Strongly dedicated and resourceful Talent Acquisition Specialist with an excellent record of identifying and placing superior job candidates. Adept at networking with a variety of in-person and online personnel sources. Able to function superbly with little to no supervision or as part of a hiring team.

Working as a program consultant supporting corporate level officers and senior management personnel with demonstrated expertise in financial and operational leadership. Adroit professional exemplifies multidisciplinary managerial skill in process, procedure and policy improvement initiatives. Accomplished in workflow optimization techniques, effective supply of professional resources to the hiring managers.

Strong Communication Skills with over 6 years of experience into Stakeholder management majorly with financial institutions and Product based startups

Tech Recruitment Expertise (Roles hired for): Developers (Front end /Backend /Full stack) DevOps engineers, Application Architects, SAP HCM analysts, Scrum Masters, IT Project Managers, Business Analyst, Solution Architects etc

ATS tools : SAP Success factors, Salesforce Talent rover, Bullhorn

📁 EMPLOYMENT HISTORY

Process Lead – Talent Acquisition at AXA GBS
(June 2024 – Present)

Recruitment Associate (Technology Hiring) at Swiss Re
February 2022 — June 2024

- A demonstrated ability to interview and recommend/select qualified applicants based on targeted skills and abilities in a fast-paced environment. Interacting with various levels of staff, candidates, management, external customer, vendors, etc.
 - Highly skilled in handling multiple senior stakeholders, partners, and overall client-facing environment. Advisory mindset and well connected with the similar industry network
 - Extensive knowledge of passive talent pool availability for mapping talent from similar organizations/industry with real-time knowledge of hiring trends in the industry
- Build the relationship and to cultivate an active network of partners internally and externally.

Sr Talent Scout at Talent500, Remote
October 2021 — February 2022

Talent500 is a talent discovery and career accelerator platform. We help companies hire, build and manage their global teams. We are trusted by the world's leading companies - from Fortune 500's to fast-growth startups - to help them build and run their high-impact global workforce.

GCC Clients : ZipCars, NMG

- Result oriented professional with experience in the fields of Technical Recruiting and Management in the field of staffing and consulting.
- Expertise in the areas of Staffing, Recruiting, Sourcing, Head Hunting, Team

AXA - GBS Internal

Handling, Reporting, Vendor Management, Sourcing, Interviewing, Campus Recruitment, Client Handling, Salary Negotiation, Executive Hiring, Contract /permanent Recruitment, Team Management.

- Having experience to source and recruit candidates for PAN India

Sourcing and short-listing the resumes, through Naukri.com, Lise, and walk-in candidates. Responsible for posting jobs, mass-mailing, sms-sending etc. linkedin.com, head hunting, Referrals, Cold Calling, Database Experience in Bulk Hiring / junior to senior most level recruitment

Program Consultant at Pontoon Solutions, Pune

August 2021 — October 2021

Supports the Operations Manager of Pontoon MSP (Pontoon Managed Service Program) in ensuring financial goals and objectives are met or exceeded as well as full compliance on all Pontoon policies and procedures. Assists in providing accurate, timely, and complete daily performance analyses. Builds relationships with the Operations Manager of Pontoon MSP and their areas of responsibility. Establishes and maintains a proactive, positive working relationship with client end users through phone and in-person contact. Performs site visits with manager interactions.

It was a contract position for 3 months with BNY mellon onsite. My main function was to get the clients beeline function set up and get the MSP rolling. Manage all requisition activity using VMS technology. Oversees the use of VMS technology to ensure optimum, cost-effective, timely, and high-quality results. .

Senior Talent Acquisition Specialist at SSI People, Bangalore

August 2016 — August 2021

- Extensive experience in recruiting on diverse clients' needs-from help desk to Director level positions.
- Worked on High end technical requirements for both financial clients (PNC Bank) and medical device manufacturing company (Philips Respirationics).
- Experience working on small, midsized and large accounts.
Sourced/recruited candidates (active and passive) via sourcing techniques such as Monster, Dice, Indeed, CareerBuilder as well as social media (LinkedIn, Facebook, Twitter) and direct referrals.
- Worked closely with other Recruiters and Account Managers to fully understand and meet client needs by determining the absolute must haves and align appropriate rates and candidates.
- Full Cycle Recruiting: Sourcing, Screen and qualifying candidates; coordinating and executing interviews, maintaining candidate/client communication during entire process; negotiating and closing job offer packages.
- Qualified minimum of 10 candidates per week.
- On average, had 3+ candidates interviewing per week
Skilled in formatting resumes and providing resume advice to candidate.



EDUCATION



B.E, Mangalore Institute of technology and Engineering, Mangalore

August 2012 — August 2016

