



## Deva Kumar Paluri

### High Performance Management Professional

A goal-oriented professional with expertise in **Sales & Marketing, Business Development, P&L Mgmt, Market Expansion, Strategy Planning and Leadership**; proficiency in formulating, developing & implementing business strategies to achieve revenue goals and excellent customer satisfaction level across **Insurance/Facility Mgmt / Recruitment/HR** domains



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## Personal Details

**Date of Birth:** 30th October 1981

**Languages :** English, Hindi, and Telugu

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Hyderabad- 500018

## Key Impact Areas

Sales & Marketing

Strategic Business Planning

Business Development

Channel / Distribution Management

Market Research / Analysis

Key Account Management

Revenue Expansion& Growth

Liaison & Coordination

Team Building & Leadership

## Expertise in Services

Permanent Recruitment

Temp / Contract Staffing

Executive Search

Facility Management

Training & Assessments'

RPO & Govt Projects

General Insurance

## Profile Summary

- Accomplished professional with **14+ years** of career success in heading leadership functions such as **Business Development, P&L Ownership, Key Account Management, Team Management,Project Management and Strategy Planning** with an aim to deliver positive outcomes
- Exhibited leadership in fostering excellent relationships for value-realization with **channel & Business partners** through business engagement & strategic alliances; **successfully signed key clients.**
- Key strategist** with proficiency in building strong working relations with decision-makers, business partners, cross-functional teams and other allies to register **Y-o-Y growth** in profitability
- Recognized for **improving profitability** by applying strategic planning and business expansion & intelligence skills; supported overall process of management, strategy planning & corporate decision-making to ensure the organization maximizes its short, medium & long-term targets
- Performance-driven professional with experience of delivering **transformational change** in overall operations by enhancing effectiveness of business units, minimizing costs and adapting '**Customer First**' approach
- Product Management:** Expertise in complete product lifecycle activities including concept maturation, enhancement, product inclusion, risk analysis, cost management, quality management, pricing and product launch
- Delivered **transformational solutions** for multiple requirements covering **competitor analysis**, market analysis, employee resourcing, distribution, marketing & others
- To maintain adequate interaction with internal teams to ensure appropriate monitoring of service delivery and be a part of the escalation matrix to address client concerns
- Impressive success in achieving **profit and business growth** objectives within rapidly change environments; impeccable record of leading & training high performance teams with excellent analytical & interpersonal skills

## Education & Credentials

**2004:** M.Sc (Computer Science) from Andhra University

**2001:** B.Sc From Ln.GVRM College, Andhra University

**2000:** Certificate Course – DISM(Diploma in Systems Management) from Aptech

**2007:** Composite Insurance Brokers Certification – NIA PUNE

## Awards & Achievements'

- Directors club Membership & Cash Prize Reward in 1<sup>st</sup> Month – Mahindra.
- Got Award as Best Branch for Handling Large Govt Projects by our CEO.
- Achieved Top 3 Branch in P&L – Randstad.
- Awarded Central Govt Tender of RINL- Vizag Steel Plant for 3 Years.
- Appreciation by our Key Clients for Hiring and Deploying on time. (FedEx , Cinopolis, Godrej & Avenue)

## Work Experience



**Bricor Technologies Pvt Ltd(Recruitrix) , Hyderabad as AGM Sales & Talent Acquisition Jan'21 – Till date**

### Key Result Areas:

- Responsible for Business Development, Delivery & Operations.
- Responsible for New Client Acquisitions, Managing the existing Customers & Retention,
- Responsible for Process enhancement & smooth Implementation.
- In-depth Analysis and mapping of prospective Customer/Client Connect with Decision Makers
- Managing Team Both Talent Acquisition & Operations with Team size 6 Members.
- Data Management: CRM, ATS, Sales Funnel, Sales Pipe Line ,various Job boards and P&L
- Work Closely with In house team to get the delivery and service fulfilment
- Preparing required Presentations, Quotations, proposals and Displays by the team.
- Reporting Directly to CEO

## Previous Experience



**Adecco India, Vizag, Andhra Pradesh as Sr. Branch Manager – Operations Feb'19 – Aug'20**

- Business management for Contract Staffing and Recruitment business for both Vizag & Vijayawada Branches.
- Managing 2500 Base of Contract Staffing Employees & Also Managed P&L of assigned clients & verticals;
- Maximizing sales-new & existing clients by creating opportunities, resolving issues and implementing revenue Generation Plans
- To maintain relationships with existing clients , cross-selling, Up-selling of various services like Perm , Temp staffing.
- Coordinating with the Skill Development,NGO's and other sources for Bulk hiring in deploying based on Client Needs.



**BVG India Ltd , Hyderabad as Senior Manager Sales & Operations – AP & TS March '18 – Feb'19**

- Responsible for Sales for Andhra & Telangana Region for both Govt & Corporate Clients.
- Negotiations and Signing contracts with the customers.
- Conducting site survey. Preparing quotations, SOP, technical and financial documents of Tenders/RFP's
- Participating in Tenders/RFP's of government as well as private segments for Facility & Security Services.
- Meeting clients (Govt /Private) for mechanized facility, Manpower & Security Services.
- Reporting to Sr.Vice President.



**Tops Security Ltd, Hyderabad as Deputy General Manager Sales & Operations – AP & TS Feb'17 – Mar'18**

- Responsible for Sales for Andhra & Telangana Region for both Govt & Corporate Clients.
- Coordinating with the operations team for smooth transition of the site
- P&L responsibility , Account Management, Large Accounts & Govt Projects
- Reporting to Sr.Vice President



**Adecco India Pvt Ltd., Hyderabad as Principal Consultant – AP & TS Aug'15 – Feb'17**

- New Client Acquisitions- Responsible for Business development for Selection Business of Mid and Senior Level and also Search assignments within assigned region.
- Identify and establish contact and maintain relationship with CXO/VP/Functional head level of prospect organizations.
- Reporting to Director.



**IKYA Human Capital Ltd., Hyderabad as Key Accounts Manager – South Aug'14 – Aug'15**

- Handling Business Development and operations for Non IT Permanent Recruitment Vertical of South location .
- Ensure revenue target achievement and P&L responsibility for the region.
- Responsible for Client Management. Client Retention getting repeated business.



**Lobo Staffing Solutions Pvt Ltd., Hyderabad as Branch Head – AP May'13 – Aug'14**

- Business management for IT & Non-IT Contract Staffing & recruitment business
- Key Account Management of select large ticket accounts
- P/L responsibility for temping business for Andhra Pradesh region and Managing 800+ Temp Associates Base.



**Randstad India Ltd., Hyderabad as Branch Manager & Project Manager. Jul'10 – May'13**

- Responsible for the Business Development activities both Corporate and Govt Projects of Andhra Pradesh.
- Handling the Recruitment team & Operation Team
- Pay- Roll Process of Handling **3000+ Associate** and involve completely in invoicing and collection of relevant accounts.
- Involved and responsible Office Administration & Branch Handling, Contractor & Vendor Management.
- To maintain relationships with existing and New clients for various service Permanent , Temp staffing, Search, Training.



**Star Health & Allied Insurance Company Limited, Vizag, Branch Manager**

**Jul'09 – Jul'10**



**Religare Insurance Broking Ltd Vizag, as Branch Head**

**Dec'07 – Mar'0**



**Mahindra Insurance Brokers Ltd., Hyderabad as Customer Support – Officer**

**May'06 – Dec'07**

( Deva Kumar )