

SAIBAL DHAR

Senior Manager- Talent Acquisition

OBJECTIVE

Senior Managerial Talent Acquisition professional with expertise for **14+ years** in **Information Technology** and **Client Interaction** to excel in a challenging role in **Talent Acquisition and Recruitment**, driving both organizational and individual goals with creativity and leadership

CONTACT

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India



EDUCATION

2005
M.S. in Marketing,
ICFAI School of Marketing Studies,
Hyderabad

2002
B.Com. (HONS)
South City College, Kolkata

CORE COMPETENCIES

- Talent Management
- Recruitment Strategy
- Employer Branding
- Campus Recruitment
- Consulting
- HR Compliance
- Performance Management
- Employee Relations
- Diversity and Inclusion
- Succession Planning
- Cross-Functional Collaboration
- Training and Development
- Reporting & Documentation
- Team Management & Leadership



PROFILE SUMMARY

- Actively led **campus recruitments** and contributed to niche skills like **Data Science, Big Data, and Cloud hiring** as a Senior Manager at Abzooba India Infotech, showcasing strong technical knowledge and proactive leadership.
- Increased **retention of professionals** by implementing multifaceted employee hiring, benefits and incentive programs: **referral, rewards, recognition, and selection.**
- Proficiency in **vendor management, people management, consulting** and exceptional interpersonal and negotiation skills.
- Supervised **recruitment processes**, encompassing sourcing, **pre-screening**, and coordinating **interviewing teams**, leading to the seamless onboarding of top talent.
- Proven expertise in implementing **recruitment strategies** and fostering robust relationships with **external recruiting sources**, resulting in a diverse and high-performing talent pipeline.
- Achieved an improvement in the **quality of talent acquisition** and retention through the implementation of innovative recruitment strategies, resulting in the acquisition of **top-tier talent** and the fulfillment of critical business requirements.



WORK EXPERIENCE

Abzooba India Infotech || Aug'16- Present

Growth Path:

Jul'18- Present || Senior Manager

Aug'16- Jul'18 || Manager



- Championing the recruitment of dynamic talent for specific functions and service areas in alignment with approved plans and staffing projections.
- Collaborating with practice leadership to assess needs, formulate strategy, and execute work plans, catering to diverse practice areas.
- Steering Campus Recruitments at prestigious institutions such as IIT Guwahati and NIT Durgapur.
- Playing a pivotal role in talent acquisition for niche skills like Data Science, Big Data, and Cloud technologies.
- Keeping business stakeholders informed by orchestrating ad hoc reporting on recruiting progress.
- Managing and cultivating diverse sources to generate a robust talent pipeline.
- Utilizing various mechanisms, including direct sourcing, referrals, research, and vendor collaboration, to identify and attract top-tier candidates.
- Supervising the recruitment process, managing Applicant Tracking System (ATS) and referral tracking with precision.
- Establishing and nurturing relationships with management, candidates, and external recruiting sources at different organizational levels.
- Taking charge of the end-to-end recruiting/hiring process, including crafting job descriptions, sourcing candidates, and communicating needs to client service staff for referrals.
- Conducting pre-screening of candidates at all levels, up to the manager level.
- Coordinating interviewing teams and schedules, ensuring a seamless and structured candidate evaluation process.
- Resolving open issues, including employee referrals, and negotiating with both candidates and client service professionals.

IT SKILLS



ATS
Recruitment
Tools
HRIS

ACHIEVEMENTS



Promoted to **Senior Executive-Asst. Manager** role within a remarkable span of **2 years**.



Attained a prestigious position among the **top 5 performers** nationwide in **2007-2008**.



Championed as the **"Highest Biller"** in IT on a national scale, earning the **1st Prize** from our esteemed **Vice President**.



Acknowledged with the coveted **"Abzoobian of The Month Award"** for outstanding contributions.



Accomplished recognition as **"Abzoobian of The Quarter"** for sustained excellence and impactful achievements.

Quadrangle, (Info Edge India Pvt. Ltd. -Naukri.Com) || Dec'06- Jun'16

Growth Path:

Jun'11- Jun'16 || Manager

Jun'08- Jun'11 || Assistant Manager

Dec'06- Jun'08 || Senior Executive

infoedge

- Pioneered innovative and avant-garde recruitment strategies to align with business needs and meet deadlines effectively.
- Orchestrated end-to-end recruitment processes, ensuring seamless requirement fulfillment, delivery, and completion.
- Championed the recruitment and selection of Software Professionals for both domestic and overseas assignments.
- Conducted comprehensive screening processes for potential consultants, involving extensive interviews, technical references, and assessments.
- Directed the entire recruitment life cycle, from sourcing relevant profiles to compensation negotiation, exhibiting a holistic HR perspective.
- Conducted periodic review meetings with hiring managers, Delivery/Practice Heads, and group heads to strategize and discuss status.
- Facilitated coordination with clients to deliver top-quality resources, catalyzing business growth.
- Implemented out-of-the-box recruitment strategies to meet deadlines and targets, aligning with specific requirements.
- Executed Mega drives across diverse locations in India, maximizing search results through the development of various sourcing channels.
- Initiated screening of candidates through telecon or face-to-face discussions in alignment with specific requirements.
- Coordinated interviews at all stages of the recruiting process, ensuring a seamless and efficient candidate experience.
- Conducted pre and post-interview follow-ups, enhancing communication and candidate engagement.
- Formulated integration plans for new hires, providing comprehensive training on recruitment cycles, company processes, and culture.
- Mentored junior recruiters, imparting effective recruiting techniques and fostering professional development.

Clients: Cognizant, Business Consulting, IBM, Wipro, Tata Consultancy Services, AMAZON, ANZ, Accenture, Xchanging, Icreate Software, Quintiles, Cognizant Technology Solutions, Satyam, Steria, Dunhumby & Lexmark



PERSONAL DETAILS

Date of Birth: 12th July 1980

Languages Known: English, Hindi & Bengali

Marital Status: Married

Nationality: Indian