

Contact

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Top Skills

Human Resources

Recruiting

Management

Certifications

Microsoft Accessibility Digital Badge

Veena Akella

Recruiting world class talent for Microsoft
India

Summary

Experience in talent acquisition and measuring training effectiveness. Open to work in other HR functions. Strong analytical, problem solving and interpersonal skills.

Experience

Microsoft

Recruiter

January 2019 - Present (1 year 8 months)

Hyderabad, Telangana, India

Deloitte India (Offices of the US)

3 years 9 months

Assistant Manager

August 2017 - January 2019 (1 year 6 months)

Hyderabad, Telangana, India

- Leading the Talent Acquisition COE efforts for Nationals Offering. There are around 12 service lines within this offering with multiple stakeholders per service line.
- Work with business leaders to gather and compile hiring needs data. Implement the annual hiring plan and recruiting strategies that support the organization's functions.
- Enhance the firm's visibility and reputation at target competitors and position Deloitte as the employer of choice for experienced practitioners.
- Collaborate with and build relationships with business leaders, practitioners, professional organizations, and key external partners.
- Manage and implement the overall recruiting processes, including interviewing and selection activities.
- Source candidates through various mechanisms (direct, referrals, research, relationships, in-house sourcing team, etc.)

Senior Analyst

May 2015 - July 2017 (2 years 3 months)

- Single point of Contact for hiring for the service line, Application Management Systems
- Involved in candidate experience, offer roll out and point of contact for candidates post the offer release
- Responsible for hiring skills like Java,.NET, testing, Mainframes, Message broker, Unica etc.
- Part of e-school competition (branding of Deloitte)
- Independently built an entire capability for a new project for which, the skills were unavailable in Deloitte
- Received 3 spot awards, 1 applause award and recognitions for hiring excellence

Infosys

Associate Lead Talent Acquisition

October 2013 - May 2015 (1 year 8 months)

Hyderabad Area, India

Summary of the current role:

- Responsible to hire for the application development & maintenance service for the Financial services and insurance unit of Infosys. Understanding the requirements by interacting with the unit heads.
- Involved in the hiring of different practices of the unit for niche skills like murex, plex, actimize, Vision Plus, payments and settlements, TSYS, Base 24 etc
- Involved in all the steps on recruitment: Sourcing, screening, scheduling interviews, conducting interviews and rolling out offers (end-to-end recruitment)
- Tracking the status of prospective candidates
- Addressing the queries of the candidates via phone and e-mail
- Reports : Predicted joiners list for every Monday
- Managing recruitment drives for lateral recruitments, including HR interviews
- Been a part of engineering school campus hiring

Relationship building:

- Create and maintain a healthy interface between staffing and business needs
- To maintain healthy relationships with the prospective candidates and would-be employees. To clarify their queries effectively via phone and e-mail
- Ensure that the brand of the company is held high in the minds of all stakeholders

Target Achievement:

- Frequent review of targets of the quarter with the delivery team and recruitment team
- Negotiating with the delivery team for the right fitment of candidates so that they do not lose out on timely deserving promotions once they enter the organization and to reduce chaos
- Create a resource pipeline to enable adhoc requirements
- Achieve targets based on the budget availability and slots for hiring

Reports:

- Predict the number of joiners every week, based on the joining status and by making personal calls to every scheduled new joiner
- Predict the most important reasons for candidates rejecting offers
- Report on gap between targets and current status of hiring and an effective plan to achieve it

MRPL

Summer intern

April 2012 - May 2012 (2 months)

Project Title: Measuring training effectiveness of MRPL's trainings offered

- Measured the overall efficacy of the trainings offered at MRPL. Worked closely with the HR department and employees who underwent training
- Selected 3 most important training programs offered at MRPL and evaluated their efficiency in terms of various parameters using Kirkpatrick's model
- Gave suggestions to improve the training programs

CTS

Programmer analyst

January 2009 - May 2011 (2 years 5 months)

Activities:

- Conducted & participated in Innovation Evangelism at CTS, 2010
- Member of F5 magazine at CTS, 2010

Responsibilities:

- Handled the adhoc requests which were logged in the RTB tool. The required information was extracted from various databases and consolidated into a single file which was ftp'ed to the server. An average of 20-30 requests were raised per month
- Migration of codes from IDMS database structure to DB2 database structure.

- Provided the extraction logic, from which database the fields have been derived, it's starting position and length of each field for Italy based applications which were being moved to a different platform

ADP

Intern

January 2008 - May 2008 (5 months)

- Developed a tool for converting IDEAL statements to equivalent COBOL statements using FLEX (Windows LEX) and C

Education

T A Pai Management Institute

Master of Business Administration (M.B.A.), Human Resource Management · (2011 - 2013)

Osmania University

Bachelor of Engineering (BEng), Computer Science engineering · (2004 - 2008)

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