

Contact

www.linkedin.com/in/bhaskar-shrotriya-81181613 (LinkedIn)
www.sibm.edu.in (Company)

Top Skills

Employee Engagement
Recruiting
Management

Languages

English (Professional Working)
Hindi (Native or Bilingual)

Certifications

LinkedIn Certified Professional - Recruiter
Accessibility in Action

Bhaskar Shrotriya

University Recruiter at Microsoft
Hyderabad

Summary

Experienced Talent Acquisition professional with exposure to a dynamic & challenging work environment and a proven track record to deliver.

Experience

Microsoft

4 years 3 months

University Recruiter

January 2019 - Present (1 year 8 months)
Hyderabad Area, India

Recruiter at Global Delivery - India (iGD)

June 2016 - Present (4 years 3 months)
Hyderabad Area, India

As a Recruiter, I am currently a part of the Global Talent Acquisition(GTA) - APJC team and hiring for various roles/levels for different locations in India. The role requires me to focus on some of the key areas listed below:

Diversity Focus: Conscious efforts of increasing the diversity representation specially at the senior level roles by conducting diversity specific sourcathons, LinkedIn sourcing efforts by targeting senior diversity talent.

Operational Excellence: Ensuring operational excellence while working on various tools and processes is a must. A lot of new processes came into effect with the launch of some new tools. With diligent and focused efforts, ensured that there is no lapse in the work which is delivered and ensuring compliance, all the time by working with the team and sharing best practices from time to time.

Program Management: I have been involved in a lot of projects during my tenure at MS and have delivered them successfully by managing each and every aspect of the entire program. Working with each member of the team, filling in the gaps wherever required, timely reporting to the stakeholders

involved and being compliant to the process are some of the things which I do to successfully program manager the projects.

Initiatives: Currently working with a core team on an Employee Onboarding playbook which will ensure a smooth onboarding experience for anyone who joins the GD-GTA team, be it an external hire or an internal movement.

I am also the SPOC from GD for a diversity program called Springboard which is a platform for women with a career break to come back to the workforce post a 5-6 month internship with MS. Out of the 4 waves, i have been a part of the last 3 waves. There has been an increase in the intern intake and the final offers being made, year on year. Owing to the increased popularity of the program with multiple business teams, this year saw the highest number of interns being onboarded across any BU of MS in India.

Amazon

Recruiter for International Hiring

January 2015 - June 2016 (1 year 6 months)

Hyderabad Area, India

At Amazon, I was a part of the Consumer Recruiting Event Sourcing Team (CREST). This team works in an Event Recruiting Model. I hired for Senior Technical/Non-Technical roles from all over the world for various teams based primary in Seattle and other Amazon offices present in other regions of the world.

As a Recruiter, my primary responsibility was the Talent Sourcing part for an event based hiring model. It involved collaboration with international business teams as well as recruiting teams to ensure that the event is a success by lining up the best of the talent by sourcing/screening the best available talent. All this was done in a global environment.

Candidate engagement combined with focused sourcing efforts were the key skills which came to use during this role. Although the candidates were in different countries, handholding them at each stage for regular updates and ensuring that the overall hiring process is a positive experience, was the objective behind the efforts.

Microsoft

Recruiter at Microsoft Global Delivery

May 2011 - December 2014 (3 years 8 months)

Hyderabad Area, India

This role was my first step in the recruiting world and got to work in different roles and got exposure to different aspects of the recruiting cycle.

For the initial period, i was working as a staffing associate where my main responsibility was to ensure candidate engagement and take them through the interview loop and ensure good external stakeholder management.

I also worked as a Talent Sourcer, where I was responsible for hiring for various skills and levels by sourcing candidates through various channels and ensuring that the business meets the hiring targets well on time.

During the later part of my time in this role, I also took some additional responsibilities as the Staffing Consultant, where I worked as the interface between the business and the staffing team. This involved working with different teams to finalise the hiring plan and working with the extended team to ensure that the hiring plan is executed well on time.

Apart from this, got an opportunity to work for international hiring while Global Delivery was expanding in LATAM, EMEA and Asia. This gave me an experience of working with virtual teams and got to improve my Program Management skills. I received an award for this assignment.

I was also working as the lead for the ATS for Global Delivery. This role was about ensuring that the team is compliant in the process to be followed and meets all the metrics successfully.

Symbiosis Institute of Business Management Bangalore
Member, Student Welfare Committee
October 2009 - March 2011 (1 year 6 months)

Carborundum Universal Limited
HR Trainee
April 2010 - July 2010 (4 months)

The project at CUMI was to measure the executive employee engagement levels at the plant in Hosur. An employee engagement survey was conducted for the executive staff and the data thus obtained was analyzed and evaluated based on defined set of employee engagement standards and relationship that exists between the various parameters like working conditions, relationship with colleagues etc. Suggestions were also given to the corporate HR, on how they can improve the Employee Engagement levels from the existing ones.

Infosys Technologies Ltd
Software Engineer

July 2006 - June 2009 (3 years)

I worked as a software developer in SAP-ABAP close to two and a half years prior to which I attended an in house training on SAP-ABAP. Worked on implementation as well as maintenance projects in Hyderabad and Bangalore DC's. Resigned from the company to join the full time MBA program in Symbiosis Institute of Business Management, Bangalore.

Education

Symbiosis Institute of Business Management, Bangalore

Post Graduate, Human Resource Management · (2009 - 2011)

Visvesvaraya Technological University

BE, Industrial Engineering and Management · (2002 - 2006)