Venkat Nama Ex-AWS

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Sr/Lead Technical Recruiter/Source |MSP/VMS | IT Bench Sales

Results-driven Sr/ lead Technical Recruiter/Sourcer with over 10 years of experience. Proven full lifecycle recruiting/Sourcing expertise, encompassing full-time and contract roles across diverse industries. Adept at sourcing & recruiting for technical and non-technical positions, consistently delivering high-quality candidates.

Known for providing exceptional candidate experience and cultivating strong client relationships. Successful track record in building robust talent pipelines, executive hiring, and implementing effective recruitment strategies. Demonstrated proficiency in driving process improvement initiatives to enhance efficiency and optimize outcomes.

Passionate about diversity hiring and committed to fostering an inclusive workforce. A strategic thinker with a keen understanding of the business landscape, consistently aligning recruitment efforts with organizational goals. Ready to leverage extensive experience to drive success in technical recruitment and business development.

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| **KEY SPECIALIZATION**  **Client Relationship Management:**   * Responsible for ongoing client satisfaction, business developments, and future relationships * Manages peer-level client relationships (expectations, communications, negotiations, escalation, feedback) * Develop relationships with key client stakeholders and client executives. * Provides day-to-day project contact, stand-ups, reports, and metrics for the client. * Support all client hiring requirements with internal and market-based consultants.   **Qualitative & Quantitative Recruitment:**   * Highly skilled in the recruitment, marketing, and sourcing of consultants, direct hires, and C2H. * Hiring Managers / HRBP / HR relationships etc. * Managing relationships with several direct clients as well as some software implementation partners, successfully exceeding my targets for several years. * Deep knowledge in hiring US Tax terms and H1B, Green Card, Citizens, EAD, TN, full-time and contract employees for multiple clients at a time and supporting them with W2 and C2H, CTC Consultants. * Negotiation and all kinds of Terminal Processing as per the company and client requirements. |

**SKILLS:**

**Talent Acquisition - Sourcing |IT/Technical Recruiting |Corporate Sourcing/Recruiting | Negotiations |Offer generation |Onboarding |Accounts Management | IT Training for OPT-EAD Visa**

**TOOLS USED:**

**ATS Used:** Beamery, HIRE, HireEZ, iCIMS, Conrep, Inc., Bull Horn, HRMS, Client-side iLabor (Kforce ATS), GreenHouse, Taleo

**HR tools**: Quick Sight, Yardstick to manage recruiting pipelines & monitor key performance indicators (KPI)

**Job Boards:** LinkedIn Recruiter, DICE, indeed, SeekOut , HireEZ, Career builder, zip recruiter, Techfetch

**TECHNICAL SUMMARY:**

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| **Skill** | **Description** |
| **Application Tracking Systems** | Experienced with various ATS platforms **(iCIMS, Comeet, Bullhorn, Beamery, etc.)** |
| **Recruiting Software Platforms** | Proficient with recruiting software platforms **(LinkedIn, ZipRecruiter, Indeed, Dice, etc.) and AI Platforms (SeekOut and HireEZ)** |
| **Technical Skills Including AL and ML** | Recruiting experience for various technical roles **(Software developers, Machine Learning (ML) DevOps, SDE, SDM, SOA, DBAs, Windows /Network Engineers/Administrators, cybersecurity, etc.).** Familiarity with programming languages **(Java, Python, C++, Ruby) and database technologies (MySQL, Oracle)**  **ERP: SAP ABAP, FICO, SD, MM & HANA + Oracle Financial Management, CRM, HCM, Supply Chain**  **AI/ML**  **Programming Languages: Python, R, Java, C++**  **Machine Learning Frameworks: TensorFlow, PyTorch, Keras**  **Mathematical & Analytical Skills**  **Natural Language Processing (NLP)**  **Big Data Tools: Hadoop, Spark, SQL, NoSQL**  **Non-Technical: Mechanical Engineers, Data Centers Techs, HVAC, Engineer Operation Technicians (EOT)** |
| **Cloud Computing** | Knowledge of cloud computing platforms **(AWS, Azure, Google Cloud),** ability to recruit for cloud-related roles **(Architects, Engineers, Security)**  **Deployment & Cloud Expertise**  **Cloud Platforms: AWS, GCP, Azure**  **Deployment: Docker, Kubernetes, model versioning, and CI/CD pipelines** |
| **Virtualization** | Familiarity with virtualization technologies **(VMware, Hyper-V),** ability to recruit for virtualization roles **(administrators, engineers)** |
| **Microsoft Office Suite** | Proficient in MS Office **(Word, Excel, PowerPoint)** for creating and formatting recruitment-related documents |
| **Time Management** | Strong time management skills to handle multiple requisitions and ensure a high candidate experience |

Signature Achievements

* As a Technical Recruiter/Sourcer for a specialized Amazon Web Services (AWS) POD team, I successfully recruited and onboarded 25+ **Software Development Engineers (SDE I ,II & III),** AI & ML Technologies and **Engineers (EOT) for Data Centers** including Diversity Engineers, surpassing hiring goals by an impressive 30%
* Collaborated with major Premium Clients, including **ULINE, Inc. (WI), Rent A Center (TX), Colorado State, Jeppesen Sanderson, Good Sam’s, Vantiv WorldPay, CCD (City County of Denver), State of CO, Kaiser, Mark West, Hitachi Vantra, Arrow, TTech, Starz Entertainment, FirstBank & WOW.**
* Work on creating a strong list of potential clients by talking to people, making cold calls, and using other ways to find new leads also team up with the tech and delivery folks to make sure we're all on the same page.
* sharing reports about how well we're doing in terms of business growth, using important numbers (KPIs) to show our progress.
* Established partnerships with implementation firms such as **TCS, Wipro, CTS, Infinite Computer Solutions, Apex Systems, TekSystems, Kforce, iGatepatni, NTTData, Infosys, L&T InfoTech, Capgemini, Polaris, Delta Consultancy, Wipro,** and others.
* Proficient in managing the Immigration Process for H1b, L1/L2 to H1b, EAD-GC, H4EAD, EAD-OPT, CPT & GC.
* Led the full lifecycle of the "IT Training Division" for Fresh Graduates, focusing on various IT Technologies for over 200 OPT/CPT EAD Students.

Professional Experience

SPIRE INFO TECH INC-Startup

(subsidy of Nova Nexus Tech)

Nashua, NH (REMOTE) April 2024 – November 2024

**Strategic Sourcer /Technical Recruiter**

* (SIT) a reputable firm specializing in the provision of highly skilled and reliable IT resources and end-to-end Enterprise Software Development across the United States & India.
* By using LinkedIn Recruiter, GitHub, Stack Overflow, and Boolean search techniques to find passive candidates in niche tech domains
* Conduct market research to identify talent hotspots, industry trends, and compensation benchmarks for software engineers, DevOps, data scientists, and other IT professionals.
* **Sourcing AI/ML, SDE, DBA, ERPs SDET, BA, CRM (Salesforce Developer /Admin), ERP SAP (Techno Functional – all modules), Network Engineer , Linux & Windows Engineer**
* With our extensive experience in the industry and a track record of successfully meeting the IT staffing & Software Solutions needs of various companies, we are keen on exploring the possibility of collaborating with your esteemed organization.
* We understand the importance of having access to top-tier IT talent to drive organizational growth and success. Our team is committed to sourcing, vetting, and delivering qualified candidates who not only possess the requisite technical skills but also align with your company culture and values.
* By partnering with us, you can expect: Access to a vast network of pre-screened IT professionals & top-notch Software Engineers and Architects covering a wide range of specializations and expertise.
* Timely delivery of quality candidates to meet your staffing requirements & IT projects, whether on a temporary, contract, or permanent basis.
* Personalized service tailored to your specific needs and preferences, ensuring a seamless and efficient recruitment process.
* Work closely with HR, talent acquisition, and technical teams to streamline hiring processes.
* Ongoing support and communication to address any concerns or adjustments throughout the engagement.  
  We believe that our collaborative approach and dedication to excellence can significantly enhance your IT Projects and Recruitment efforts and contribute to the overall success of your organization.

Nova Nexus Technologies, Inc.

Parker -CO HYBRID Aug 2023 – MARCH 2024

**Sr Sourcer /Technical Recruiter**

* Managing the recruiting teams – 13 (offshore) and monitoring their daily activities.
* Building Team Recruiting and Sales Onshore & hiring IT Consultants for Multiple Inhouse Projects
* Hiring SDE/ DWH Consultants (Full time) Offshore & Onshore.
* Working on Vendor Contracts on MSA, PO & SOW and Coordinate with the legal team on contracts.
* Managing the existing Direct Client/Tire1 Vendors
* Marketing existing IT Bench Sales Candidates.
* Develop and implement sales strategies to achieve revenue targets and business objectives. This may involve identifying target markets, defining sales goals, and establishing sales quotas.
* Involvement in Hiring New H1B for the year 2023/2024.

Amazon WEB SERVICES (AWS) CONTRACT TO Fulltime – Seattle -WA / Denver -CO (HYBRID) May 2021 – June 2023

**Sr Corporate Technical Recruiter/ Sr Sourcer (L5) Full Time - (Affected by Layoffs in AWS)**

* Utilizing various sourcing techniques such as LinkedIn Recruiter, GitHub, Seekout, HireEZ Boolean String, Xray search social media, search engines, job boards, and professional networks to identify potential candidates for technical roles.
* Recruited few EOT **for AWS Data Centers**,
* Conduct technical and Cultural fit pre-screen assessments of candidate qualifications and skills alignment with job requirements and company culture.
  + Partner with hiring managers to understand technical requirements, team dynamics, and role priorities.
  + Mentoring Circles: Facilitated structured knowledge-sharing sessions, fostering an environment where participants gained insights from seasoned experts in the field.
  + Exceeded quarterly recruiting goals by 120% through strategic sourcing, talent pipelining, and effective employer branding initiatives.
  + Successfully placed candidates from diverse backgrounds into tech roles, resulting in a 25% increase in diversity within the team.
  + Collaborate to create detailed profiles for ideal candidates, including technical skills SDE I, II & III (Java Full Stack, .NET Full Stack, Python, AWS) and soft skills (e.g., teamwork, communication).
  + Conducted Pre-Brief and Debrief sessions as part of the talent acquisition process to ensure a smooth and effective recruitment effort, aligning with team members on the candidate profile, interview process, and key selection criteria before initiating the hiring process.
  + Facilitated Debrief sessions to allow interviewers to share feedback and collectively make informed hiring decisions after conducting interviews & followed and implemented **AWS** -PACE Guidelines.
  + Building and maintaining a talent pipeline of potential candidates for current and future needs.
  + Engaging with potential candidates and building relationships to ensure a positive candidate experience.
  + Tracking and reporting on sourcing metrics to measure the effectiveness of sourcing strategies.
  + Staying up to date with industry trends and best practices for talent sourcing in the technology industry.
* Conduct technical and cultural fit pre-screens to assess candidates'

micro2MEGAm, Inc – Greenwood Village, CO 80112 | **Sept 2019 – April 2021**

**Sourcer/Technical Recruiter/ IT Bench Sales (Contract)**

* Managing Vendor Contracts, MSA, PO & SOW and Coordinate with the legal team on contracts.
* Grooming and Skill Training OPT Visa Students and H1b Visa Transfers to provide training on the latest IT Technologies as per market trend/ based on their skills and market their resumes to place them at various clients across the US.
* Managing a team of 10 people including 5 Sales Recruiters (IT Bench) and 5 IT Recruiters (Offshore)
* Responsible for business development in the US. Implement staffing strategies to provide qualified and diversified services to clients & customers. Responsible for Full–time, contract & contract-hire placements of IT professionals for clients across the US
* Focusing on OPT Visa Students and H1b Transfers to provide training on the latest IT Technologies as per market trend/ based on their skills and market their resume to place them at various clients across the US.
* Negotiated contract terms with customers and stakeholders and closed agreements to increase revenue.
* Developed strong relationships with clients to grow business networks.

Innovar Group – DTC – Greenwood Village, CO 80134 June 2018 -July 2019

**IT Sourcer/Recruiter (Contract)**

**Areas of Work**: Talent Acquisition, Talent Management Strategy, Full Life Cycle Recruitment, Recruitment of ERP/Application/DBA/Development Professionals, Creative Sourcing, Project Management, Human Resources, Relationship Building, Software Implementations, Project and Account Management

* Managed the recruiting team and monitored their daily activities & also played the “Accounts Manager “ role.
* Conduct stand-ups, and daily meetings, design and present reports, build and monitor team matrix, and chase business assigned targets.
* Effectively balance multiple high-priority assignments including full-time/Direct Hires, Contracts (C2C/W2 /1099), and Contract to Hire (C2H)
* Support the achievement of key service level measurements and key performance indicators through operational excellence, process adherence, and continuous improvement.
* Accountable for the operational management of the account including reports, performance metrics, and headcount.
* Sourced qualified candidates using Boolean strings, job boards, and other recruiting tools.
* Created a database of qualified candidates by utilizing various recruitment methods such as social media networks, job postings, employee referrals.
* Coordinated with outside staffing agencies to secure temporary employees, based on departmental needs.
* Grooming and Skill Training OPT Visa Students and H1b Transfers to provide training on the latest IT Technologies as per market trend/ based on their skills and market their resumes to place them at various clients across the US
* Serve as a resource to the team for the most up-to-date Recruitment Policies and Practices
* Visiting clients' locations to meet with hiring managers along with our Director of Recruiting for a Qual call on high-priority requirements.
* Communicated with hiring manager on status of requisitions, candidate quality and candidate pipeline.

micro2MEGA, INC. Greenwood Village, CO 80112 | **July 2016 – May 2018**

**Technical Sourcer / IT Bench Sales (Contract)**

* Led Sourcing activities end-to-end to ensure successful qualified hires across all vertical and technologies: ERP - (SAP ABAP/SAP SC-MM/ SAP FICO/ Oracle Financials/ Salesforce/WebSphere Admin/Network/Windows Admin / Desktop Support Engineering / SQL & Oracle DBA/ SQL Development /C# / QA / BA /BI and DWH (Informatica, SAP BO & Cognos), Java (UI), ML, Big Data and so on.
* Handling a team of 2 Sales Recruiter (IT Bench Sales -W2) and 5-8 recruiters (Offshore)
* Responsible for business development in the US. Implement staffing strategies to provide qualified and diversified services to clients & customers.
* Responsible for Full–time, contract & contract-hire placements of IT professionals for clients across the US

Newline Tech, Inc. Boston-MA | **Jan 2015 – May 2016**

**IT Talent Acquisition Executive/ IT Recruiter**

* **Recruitments & Hunting –** Cold Calling (New Clients), Sourcing, Screening & monitoring the consultants, Submitting and following up with the client, scheduling interviews, and providing interview training in case of requirement.
* **Generating** OPT Sales, and H1 Transfers, and completing their full life cycle right from talking to the candidates, justifying, negotiating the salaries, marketing, and placing them.
* **Administration & Other Activities** - Ensuring paperwork and tracking successful placement of consultants, maintaining timesheets, and tracking Invoicing and billing.
* **Training Division -** Coordinating with IT Instructors, IT Trainees (OPT/CPT Graduate Student) and Training Coordinator.
* Lead a team of 6 recruiters Offshore – India Team
* Responsible for Business Development in staffing strategies to provide qualified and diversified services to clients & customers. Responsible for Full–time, contract & contract-hire placements of IT professionals for clients across the US.

Jaisanguine, Inc. Sterling, VA | Jan **2014 – Dec 2014**

**Technical Recruiter**

* Responsible for **full-life cycle recruiting** for information technology professionals. Screened, interviewed, and recruited qualified candidates using referrals, internet searches, job postings, and networking techniques.
* Expertise in Sourcing IT Professionals from Junior Positions to the senior level.
* Telephonic screening to assess whether the candidate qualifies for open requisitions Scheduling technical interviews.
* Implement procedures to make the recruiting process more efficient and productive.
* Job search engines to identify potential candidates.

Specialized in **Software Engineers/Architects, Database Architects/Developers/Administrators, Network/System/Security Engineers, Web Developers, Quality Assurance/Test Engineers, Technical Program/Product/Project Managers, Development Managers, and Business Analysts**

GlobalCynex, Inc. Sterling, VA **September 2011 – November 2013**

**Jr Network Support Engineer**

* Responsible for providing technical support regarding the company's proprietary systems and software.
* Assist customers in troubleshooting hardware/software-related issues on various platforms and provide technical assistance to company customers.
* Analyze, configure, and troubleshoot small networks.
* Troubleshoot error messages and suggest layer-2 / layer-3 switch configurations.
* Support Core, distribution, and access layer switches.
* Work with the business unit escalation team, tool team, and training groups.
* Use Layer 2 Cisco's Switching platform knowledge (e.g. system architecture, switching and forwarding issues) in Catalyst Switches C6500, C4000, C3000, C2900, and other Layer 2 devices to work with customers and Business Units.
* Setting up VLANs with 802.1q tagging, Ethernet channels, VTP, STP and dot1q trunk between switches.

Education

**Education: Bachelor’s in mechanical engineering (B.E) – India**

**Training: Currently pursuing AWS Cloud Practitioner (Cloud Technologies) and CCNA**

**Certification: Excel with LinkedIn Recruiter Assessment -** ( [**https://verify.skilljar.com/c/hbniefhoojeb**](https://verify.skilljar.com/c/hbniefhoojeb)**)**

**Google Technical Support Professional Certified by Coursera**

**I am always passionate about learning new technologies and staying updated as per market trends."**