

RAMYA RAMACHANDRAN

rrramya85@gmail.com

Contact No: 9108437909

<https://www.linkedin.com/in/ramya-ramachandran/>

SUMMARY:

Dedicated HR professional with 11 years of IT Recruitment experience. A thorough people's person who understands recruiting is not just about hiring numbers, it's way more than that. It's selling, engaging, transparency in details, metrics and candidate experience. It's all about being the face and part of the brand. It's bringing in the right talent and creating the experience and environment for them to stay. Employee satisfaction, work culture and branding are the key to create visibility. I aspire to be a positive influencer and an inspiration in the fraternity.

Currently into Freelancing assignments for various start-ups. Involved in recruitment, corporate engagement and branding activities.

Was out of the country (based at Italy, Europe) between 2017-2018. Returned to India late 2018 and re-joined the industry.

PROFESSIONAL DETAILS:

Plivo Communications

Manager – Talent Acquisition

(Jan'19 – Jan'20)

www.plivo.com

Responsibilities:

- Planning and strategizing hiring needs
- Working closely with all the stakeholders for hiring plan and forecast
- Recruiting metrics - Quarterly and Half yearly hiring numbers, TAT, etc.
- Ensure the use of best possible tools and niche platforms for sourcing
- Managing a team of 4 (Goal setting, KPIs, tracking progress and achievements, introducing methods for faster and better recruitment)
- Appraisal reviews
- Cross Sourcing Jams within the team, Employee Referral Schemes
- Individually handling certain tech and non-tech requirements as well
- TechStack : Python, Java, Go, AWS, Microservices, Postgres/DynamoDB/Redshift, Docker, VueJS, Django, Terraform, VoIP, SIP, FreeSwitch, Kamailio

Tavant Technologies India Pvt Ltd.

(Aug'13 – Aug '17)

Deputy Manager - HR (Talent Acquisition)

www.tavant.com

Responsibilities:

- Managing the entire Recruitment gamut end to end. RRF management, Hiring numbers, Team management, Cost and Budget, Escalation handling, Vendor management and Invoices, Audit.
- Recruiting metrics (time to hire and cost per hire). Planning quarterly hiring numbers and defining hiring strategies.
- Skills - Java, .Net, BI and Big Data Analytics, Mobile Application Development, UI/UX, Salesforce.com, Testing (Engineers, Architects, Product Managers, Project Managers, Data Scientists)
- Individually contributed to closing multiple senior level positions across technologies for various business units.
- Team: Handled a team size of 5. Responsible for Guiding, Mentoring, Performance tracking, Appraisals, Salary decisions.
- Source and develop active and passive talent through implementing various new age sourcing techniques (Belong, Noticeperiod.com, Hackerrank), networking and research.

- Advise hiring managers on interviewing techniques and plan of action.
- Coordinate with the department managers to forecast future hiring needs.
- Recommend options for better branding.
- Manage Campus recruitment end to end.
- Employee Engagement.

Key Achievement:

- Awarded Excellence at Work and Customer Focus {Tavant Excellence Awards – November 2014}.

Collabera Solutions Pvt. Ltd. (Now Brillio)

Sr.Executive - Talent Acquisition

(June'10 – Aug'13)

(www.collabera.com)

Responsibilities:

Hiring for 'Telecom & Media', Retail & Supply Chain', 'Ebiz', DWBI', 'Software Testing' business units and taking care of the activities end to end.

- Understanding business forecast/pipeline and building a resourcing plan to meet their needs. Taking complete ownership of the accounts, being the SPOC for interaction with the Business.
- Sourcing and screening using Job Portals, Employee Referral System, Candidate References, Professional Network, Vendor Interaction and Advertisements.
- Candidate interaction and end to end interview coordination.
- HR Interviews and Salary negotiation.
- Issue offer letters and regular follow up till joining.
- Looking after requirements on skills like .Net, Java J2EE, BO, MSBI, C, C++, Testing, etc and niche requirements like Informix, SAP Automation, Livelink, EDI, ITKO Lisa, Microstrategy and Big Data.
- Generally, an individual contributor, however have given guidance and mentored juniors as well.

Key Achievements:

- Spot award in the month of June'11 for successfully ramping up Verizon Project.
- Received many appreciations from the BU Heads for good performance.

CareerNet Technologies Pvt. Ltd.

Consultant

(June'07 - March'10)

(www.careernet.co.in)

Responsibilities:

- End to end account management. Profile screening and shortlisting using the AMS database, Job portals, LinkedIn and other social networking accounts, candidate interaction, interview coordination and salary decisions.
- Been involved in Technical hiring for Clients in the IT, Telecom, BFSI and Manufacturing domain and Non- technical hiring i.e. IT Sales and Presales Senior Level/ Managerial hiring.
- Major clients range from MNCs to Mid-sized and Start-up organizations, cos. like Citrix, Persistent Systems, One97 Communications, RedHat, SAS, Aptara Corp., etc.
- Complete ownership of the accounts handled, Direct interaction with the CXO level.
- Involved in coordinating campus interviews and test activities.
- Salary negotiation and decisions.
- Mentored a team of 3 while taking care of Mindtree EAI account.

Key Achievements:

- Closed critical IT-Sales Managerial positions for Cos. like Aptara Corp., One97 Communications, Citrix and many others.
- Closed several niche positions for Mindtree EAI division (Gentran and Pega).
- Closed various technology positions across skillsets for multiple Clients (Java, OSS/BSS, .Net etc.)
- Received “Spot Awards” for multiple offers and closures made across the years.

EDUCATIONAL CREDENTIALS:

Post Graduate Diploma in Human Resource Management -- Bharathiar University -- 2007 - 70%
B.Com -- Bharathiar University -- 2006 – 67%
12th -- Modern High, Dubai (ISC) -- 2003 - 71%
10th -- Modern High, Dubai (ICSE) -- 2001 – 73%

PERSONAL DETAILS

Date of Birth : 12th December 1985
Languages : English, Hindi and Tamil

DECLARATION:

I hereby declare that the above particulars are true and to the best of my knowledge.

Place: Bangalore

Ramya Ramachandran