

Satya Damera

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PROFESSIONAL SUMMARY

A highly motivated and results driven graduate in International Human resource management with a strong background in talent acquisition, negotiation, and strategic recruitment. Possessing a CIPD level 7 accreditation and history of planning successful international recruitment drives with proven candidate experience. I bring experience in international recruitment and a nuanced understanding of global hiring complexities. I am seeking a dynamic, high-commitment workplace to further apply and advance these skills.

EDUCATION

The University of Edinburgh Business School

September 2022 – August 2023

MSc International Human Resource Management

2:1(with merit)

Experiences: Engaged with diverse cultures in the realm of Organisational Behaviour, Designed Total Rewards and variable pay structures, conducted comprehensive market analysis for an insurance company, managed employee relations, and developed strategic policies and procedures for C-Suite executives.

Academic Projects

- *Analysis of NHS 2022 pay report:* Prepared a thorough analysis of the NHS 2022 pay report, focusing on nurses in England and Wales. Assessed the alignment of **reward strategy** with business strategy, recommended **improvements** for total rewards, variable pay schemes, and pensions and benefits, while considering potential industrial action.
- *Performance Management & Conflict in C Suite:* In a project, we evaluated a company's C-Suite performance management and conflict resolution procedures. We proposed the introduction of a modified **360-degree appraisal** system and the separation of **CHRO and general counsel** roles to resolve conflicts between the CFO and Head of Sales. These recommendations aimed to enhance trust in the CEO's leadership and boost overall organizational performance management.
- *The Cadbury Takeover:* Assessed the ethical practices of Kraft Foods **Merger & Acquisition** of Cadbury, focusing on institutional pressures that influenced its retraction of statements about UK factory operations and **labour cuts**. This analysis aimed to comprehend the ethical consequences of corporate decisions and their potential **stakeholder impact**.

Dissertation: *Analysing performance management systems and practices in context of SME's.*

Edinburgh Award: *Recipient of prestigious Edinburgh award in recognition of continuous personal and professional growth.*

Capco Consulting Challenge 2022: Participation

- Proposed strategies and solutions to a major UK bank to establish a dominant position in the UK home insurance market and to increase its market share from 1% to 10%.
- Performed market analysis to breakdown the problem to understand client's requirement and to quantify the given business problem.
- Organic and Inorganic growth strategies were suggested to grow market share and drive cost savings.
- Investment in expansion and its pay-back period was calculated using the analysis of financial statements and by forecasting the revenue by using new cost saving strategies.

The Chartered Institute of Personnel and Development

CIPD Level 7

Modules: Personal effectiveness, ethics and business acumen, Strategic employment relations, Advanced diversity and inclusion, Strategic reward management

Leadership Skills Workshop (2022)

- Effectively communicated between teams by establishing the context, big picture, and common language. Time management skills were practiced through the "Human Fax Machine" group exercise.
- Developed insight into the additional complexities and challenges in leadership situation through a real-life challenge consultation exercise by putting theories into practice.

SKILLS

Recruitment specialist: Communication skills, Time management, Diversity, Equity, and Inclusion (DEI) awareness, adaptability, understanding organizational culture and applicant fit, Client engagement, Mentorship, AI (ChatGpt)

Tools and Software: Microsoft Excel, Tally, Power BI, Applicant tracking systems (ATS)

PROFESSIONAL EXPERIENCE

Global Placements, Hyderabad

August 2021 – September 2022

Recruitment Specialist for Singapore and Ethiopia

- Collaborated with hiring managers to assess staffing needs and devise recruitment strategies, leading a team that successfully placed 250+ candidates in Q2 of 2022. Supervised five onsite recruitment drives over a period of four months and conducted candidate screening, assessment, and interviews to examine applicant suitability.
- Actively engaged in client relations and team mentorship within my recruitment role.
- Gained relevant educational sector experience by collaborating with the Ministry of Education in Ethiopia to recruit professors and lecturers for universities.
- Investigated and utilized new sourcing platforms such as Facebook and Instagram, strategically optimizing advertisements based on geographical locations.
- Organised recruitment drives and worked closely with hiring managers and executives to conduct recruitment drives aimed at promoting the client's culture, values, and career opportunities.
- Designed and implemented training programs for both new hires and existing teams, enhancing the quality of candidate sourcing resulting in a wider pool of qualified applicants by 20 percent.
- Studied global politics to identify potential opportunities and risks that could impact the hiring process to help us to be proactive in our approach and make informed decisions about our recruitment strategies.
- Analysed data to optimize digital content for targeted recruitment campaigns based on demographic, education, and experience.

Sheraton Hotel, Hyderabad

Industrial Training

December 2018 – April 2019

- Developed excellent communication skills by interacting with guests to address complaints and resolve queries, and communicating with other departments to ensure guest needs were met.
- Improved supervisory skills by coordinating with logistics team, tracking inventory levels, and ensuring timely delivery. Developed strong organizational and leadership skills to manage team and complete logistics activities efficiently and within budget.

Indian Premier League

Industrial Internship

April -2019

In my industrial internship, I was entrusted with the management of the VVIP and BCCI lounges, a responsibility that allowed me to hone critical skills:

- **Impactful Communication:** I successfully navigated interactions with senior-level BCCI executives, high-profile guests and celebrities. My ability to coordinate across departments and tailor communication to individual preferences ensured a seamless and personalized experience for all guests.
- **Detail-Oriented Management:** As the manager of the VVIP and BCCI lounges, I upheld the highest standards of guest experience. My keen attention to detail enabled me to proactively identify and rectify potential issues, ensuring smooth lounge operations and achieving complete guest satisfaction.

EXTRA-CURRICULAR

Kitchen and Café assistant: Part time work in a fast-paced customer facing role, serving and interacting with guests.

Volunteer: Volunteer in Dragon's Clan, actively involved in fundraising activities for Children's First charity.