

Vidhya L N

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Professional Summary

HR professional with 7+ years' experience in end-to-end recruitment across IT, Non-IT, and VLSI domains. Proven track record in building strong talent pipelines, reducing time-to-hire, and managing stakeholder expectations. Skilled in leading teams, vendor management, and driving recruitment strategies aligned with business goals.

Core Competencies

- Talent Acquisition & Recruitment Strategy
- VLSI, IT & Non-IT Hiring
- Stakeholder & Vendor Management
- End-to-End Recruitment Lifecycle
- Team Leadership & Collaboration
- Job Description Calibration
- Candidate Screening & Negotiation
- Talent Pipeline Development
- Microsoft Office & Job Portals (Naukri, LinkedIn, etc.)

Work Experience

Senior Consultant - L3 | Careernet Technologies Pvt. Ltd

Dec 2023 – Present

- Managing and driving VLSI hiring practice, ensuring timely closures.
- Handling delivery, escalations, and team coordination.
- Collaborating with hiring managers for requirement calibration, feedback, and scheduling.
- Built and managed active pipelines for multiple requirements, improving closure efficiency.
- Worked with Global Foundries (US-based semiconductor company) for end-to-end hiring process for 4 months (RPO).

Executive - Talent Acquisition | Greytip Software Pvt. Ltd

Sep 2021 – Jun 2023

- Led end-to-end recruitment lifecycle across Product, Engineering, Marketing, and Sales roles.
- Partnered with hiring managers to calibrate JDs and source high-performing specialists.

- Reduced time-to-hire by implementing innovative sourcing strategies.
- Negotiated offers and managed candidate engagement to improve acceptance rate.

Consultant - L2 | Careernet Technologies Pvt. Ltd

Nov 2018 – Aug 2021

- Delivered hiring solutions for IT clients including Microsoft, Flipkart, Visa, Postman, and CITI.
- Successfully closed multiple niche technology roles within target timelines.
- Partnered with EagleView (US-based product company) for end-to-end hiring process from 2019–2020.
- Improved sourcing quality and reduced candidate dropouts by effective pipeline management.

HR Recruiter | Rivera Manpower Services

Feb 2018 – Sep 2018

- Recruited for IT and Non-IT roles for clients like IBM, Mphasis, Myntra, and Cognizant.
- Built strong candidate pipelines for lateral and senior-level hiring.
- Coordinated interview scheduling, candidate communication, and offer rollouts.

Officer (Industrial Engineer) | Welspun India Ltd.

Jul 2016 – Oct 2017

- Conducted line balancing, manpower mapping, and root cause analysis of defects.
- Implemented process improvements reducing operative delays.

Education

B.Tech in Industrial Engineering & Management | MVJ College of Engineering, VTU | 2016

Languages

English, Kannada, Telugu, Hindi