**KRISHNA MOHAN ALTHI**

Voice: 7093438530

**SUMMARY:**

* Having valid Business visa and travel twice to US for 6 months.
* Dynamic and result-oriented individual with 8 years of technical recruiting experience, focused in the placement of Software Engineers/Architects (Distributed and Mainframe), Database Architects/Developers/Administrators, Network/System/Security Engineers, Web Developers, Quality Assurance/Test Engineers, Technical Program/Product/Project Managers, Development Managers, and Business Analysts.
* Having Strong experience as a Recruiting Manager/Assistant Manager/Lead Recruiter and 3 yrs of Experience as an Account Manager.
* While with Datamatics, was ranked in the Top 10 Recruiters within the region each month.
* Possess strong technical/business acumen and understanding of technical requirements; deep sourcing skills and experience sourcing passive candidates; excellent candidate assessment skills.
* Possess excellent knowledge of recruiting and hiring processes including sourcing, interviewing, reference checking, tracking, salary negotiations, and closing.
* A resourceful, solution-focused professional with excellent interpersonal and rapport-building skills.
* Responsible, loyal, reliable, and independent worker with high level of enthusiasm and creativity.
* Self-motivated professional who achieves results and has superior ability to coordinate and perform several projects simultaneously.

**Recruiting Skills in Software Technologies:**

* Hyperion/Essbase Developer, Liferay with Java developer and Architect, Alfresco Architect, Ruby on Rails, Data warehouse, Oracle, SAP, .Net Developer and Architect, Java developer and Architect, Vignette Architect, Web logic Portal Developer and Architect, SAP EWM, TIM TAM, Oracle BPM, SAP FICO, SD, MM, PP, ERP or CRM, ABAP, HR, QM, PS, PM, LE, ISU.
* Oracle: Apps DBA, Developer, Database admin, Sybase, MySQL expert, PL/SQL developer, Techno – Functional, Oracle with Hexa Data, Metadata, Teradata, Netteeza developer/admin.
* Java and .Net with financial background.
* Web developer, CMS, Hadoop engineer, Perl developer, Unix Engineer, System/Network admin cum Architect, UI Developer with Java or .Net,
* Java front and back end developers, Middleware technologies, Application servers.
* Technical Project Manager, C#, SharePoint admin/Developer/Architect, Documentum Architect.

**Domestic clients:**

* HDFC Ergo, Accenture, HP, IBM, Johnson $ Johnson, Cisco, Infosys, CSC, HFDC bank, SBI, ACS, JDA, Amdocs, CMC, Sierra Atlantic, Tech Mahindra, Infosys, Delloite, Dell, SAP, Wipro.

**Uk Clients:**

* Parexel, Cisco and Iron Mountain.

**Middle East:**

* Qatar National Bank and Commercial Bank of Qatar.

**PROFESSIONAL EXPERIENCE**

**USM Business Systems (CMMI3)**

**7/2013 – Till Date**

**Lead IT Recruiter**

* Handling a team of 16 recruiters and supporting two BDM’s for their requirements.
* Daily interaction with the management, BDM and the Recruiters.
* Owned full-cycle recruiting: interviewed, offered, negotiated and closed candidates for assigned requisitions.
* Headhunted superstar Software Engineers, Software Test Engineers, Program Managers, Web Developers, and other senior engineering leaders.
* Developed, drove and executed comprehensive search strategies to recruit senior and niche candidates in limited candidate spaces.
* Involving in Full life Cycle End to End Domestic Recruitment process.
* Monitor and track the status of all Requirements Inflow and outflow.
* Help the team to understand the requirements, its challenges, effective sourcing methods – Quality Sourcing & ensuring their target closures within stipulated time.
* Trained, Guided, Monitored & Mentored the team members, used emotional intelligence effectively to the smooth flow of work at the same time keeping good personal rapport with each member of the team.
* Actively involved in the screening process whenever it is required.
* Co-ordinate with the Team to facilitate timely delivery of the client project requirements.
* SPOC between the Client and Resource team. Interacted with the team lead and client and working as a bridge for flow of information from client to the team.
* Revenue generation through Team targets - quarterly, Performance Evaluation and appraisal of the team.
* Generating daily/months team report and Review Report at the month end.

**Datamatics Global Services Limited (CMMIL5)**

**10/2008 to 6/2013**

**Lead/Assistant Manager**

* Supported for India, Middle East, European and US requirement.
* Handled a team of 7 recruiters.
* Drove the hiring process in a high-volume / time-sensitive environment, working directly with hiring managers for all of Volt’s Puget Sound-area clients and managing candidates through the process to have them placed on assignments.
* Placed high-end technical professionals in the area of Information Technology Industry in contract and full-time positions. Specialized in Software Engineers/Architects (Distributed and Mainframe), Database Architects/Developers/Administrators, Network/System/Security Engineers, Web Developers, Quality Assurance/Test Engineers, Technical Program/Product/Project Managers, Development Managers, and Business Analysts.
* Effectively recruited candidates through Internet research, internal database, cold calling, referrals, networking, job fairs, and other strategies.
* Responsible for checking references, negotiating terms and rates for each project, coordinating the interview process, extending offers, and closing candidates.
* Performed extensive recruiting for Senior Software/Database Developers with heavy focus on technologies such as: C/C++, (Windows & UNIX/Linux), .NET, Java/J2EE, SQL Server, and Oracle.
* IT careers recruited for: Web Developers, Software Developers/Analysts, Database Developers/Administrators/Analysts/Architects, Network Administrators/Engineers, Technical Writers, QA Testers, and Program/Project Managers.
* Responsible for mentoring and providing on-going training and support for new recruiters and serve as a resource for learning and navigating senior technical policies and procedures.

**Ajel Technologies Limited**

**2/2006 to 8/2008**

**Senior Technical Recruiter**

* Effectively recruited IT Professionals in a time-sensitive environment.
* Placed high-end technical professionals in the area of Information Technology Industries in contract positions. Specialized in Software Architects/Developers (Distributed and Mainframe), Database Architects/Developers/Administrators, Network/Security Engineers, Web Developers, Program/Product/Project Managers and Quality Assurance Testers/Analysts.
* Located potential candidates through Internet research, internal database, cold calling, referrals, networking, job fairs, and other strategies.
* Qualified candidates for appropriate positions through a process of sourcing, screening, and interviewing.
* Performed reference checks, negotiated terms and rates for each project, coordinated the interview process, extended offers, and closed candidates.
* Performed extensive recruiting for Sr. Project Managers and Application Developers using the .NET Framework.