

Sam Bhagat – sambhagat@btinternet.com – (+44) 07879896965

Summary Statement

I am a highly experienced, operational and strategic recruitment and H.R. leader, with a track record for creating effective solutions for my client base and leading resourcing strategy development and implementation across various businesses. Having learnt my profession at Network Rail over 6 years and contracted for several more I have built a varied pool of H.R and Recruitment experience. Having led recruitment projects, campaigns, and teams to success across U.S/U.K. and EMEA, my natural inclination is to be customer centric, and developmental in nature. A keen eye for innovation and improvement, I am an adept and highly adaptable project management qualified talent professional with proven experience in both operational and strategic environments, building effective partnerships in order to deliver business objectives. Currently seeking a role where I can lead and develop a talent acquisition team to add value, drive and promote positive change and deliver solutions that are safe, commercial, fair, proactive, efficient and innovative, whilst also aligning to overall H.R. and Business strategy.

Relevant Skills/Exp

HR ops/Shared services, Employment Contracts, TUPE, Relocation, Reward Frameworks, EVP, Vendor Management, People development, Coaching, Technology, DEI, Ops & Process, Early Career to Exec.

Relevant Experience - Contract/Interim

TA Partner - HSBC - JAN 22 – APR 22

Management of UK Risk Recruitment Team of 2 H/C/ BAU ops/ RPO transition management.

Head of Talent & Recruitment – London Fire Brigade – JUL 21 to SEP 21

Management of 4 teams (17 H/C)/ Operational recovery/ Function Strategy design/ Perf Mgmt Launch

Recruitment Partner – EY – MAY 21 to JUL 21

Corporate Finance talent pipeline management for UK.

TA Specialist – BP – MAY 19 to MAR 20

TA Partner to various UK teams (Legal, Comms, Government Affairs, Alternative Energy, HR, Trading)

Global Resourcing Specialist – BP – NOV 18 to MAY 19

Campaign management for 83 H/C cross discipline H.R. specialist programme across U.S/U.K. Part of wider HR modernisation programme team.

Senior TA Advisor EMEA – Hotelbeds Group – AUG 18 to OCT 18

EMEA lead for Commercial recruitment, Team of 4 H/C. Operational design of process, training of team.

Recruiter – Balfour Beatty – APR 18 to MAY 18

Recruitment Business Partner – Metropolitan Thames Valley – JUN 17 to FEB 18

Recruiter – Sir Robert McAlpine – OCT 16 to MAR 17

Relevant Experience – Permanent

Resourcing Business Partner – Network Rail – APR10 to AUG 16

Promoted from HR admin through to designated Senior Business Partner for Infrastructure Projects. Team of 9 H/C. Gained experience across various H.R. projects inc Kaizen/CI. Supported majority of corporate functions as business partner for 3 years prior to internal promotion to Infrastructure Projects for last 2.

Other relevant information

APMP – Prince 2 equivalent, Network Rail leaders programme (cohort 12 inc. Coaching - passed with distinction
ATS, Analytics, ERP & HRIS expert knowledge and experience across: Oracle, SAP, E-business, AMRIS, Taleo, Kenexa Brassring, Workday, Lumesse Talentlink. Also experienced in the use of OBIEE analytics, PowerBI (user)
SHL & CEB now Gartner, Saville Wave, YSC de-brief, Textio, Avature, Hollaroo amongst others and various CRM & VMS, Database and sourcing tech and channels.