

Sneha Baid

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Profile

I am a dedicated People & Culture professional with a strong foundation in strategic talent management and operational excellence. I have Proven success in advising leaders, delivering key HR initiatives, and leveraging data to improve people processes. I am experienced in embedding inclusion principles and partnering with diverse business functions to build high-performing teams. I am passionate about contributing to a world-class employee experience in a dynamic, high-growth environment.

Work Experience

Birmingham City University

Resourcing Advisor – Talent Operations 2024 –Present

- Provided dynamic and responsive coaching to leaders and managers on people processes, including hiring strategies, selection best practices, and talent pipeline management.
- Advised hiring managers on best practices for designing and running diverse and inclusive hiring processes, and trained interview panels on values-based interviewing to improve fairness and diversity outcomes.
- Managed end-to-end operational delivery of talent initiatives, including requisition management and candidate tracking, ensuring compliance and data integrity within the Oracle Recruit ATS.
- Utilised recruitment data and KPIs to identify and resolve systemic issues, and proactively improved processes to enhance the manager and candidate experience.

Manpower Group UK

Service Delivery Consultant

2023-2024

- Acted as a trusted advisor to clients and hiring managers, advising on best practices for high-volume campaigns and critical business roles.
 - Executed data-driven strategies that improved key performance metrics, including a 40% increase in candidate response rates and a 50% reduction in time-to-submit.
 - Led diversity and inclusion initiatives, including specific recruitment campaigns that increased the representation of female and minority candidates by 35%.
 - Identified the need for and drove process improvements, including automating candidate communications and reporting processes via Bullhorn ATS, to streamline workflows and improve efficiency.
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Education

- **Masters in User Experience Design (UX)**

(Modules: Visual design, Human computer interaction, Persona design and user research)

Birmingham City University, Birmingham

- **Bachelor's in architecture**

PES University, Bengaluru, India

Core Skills

Dynamic Coaching & Advising

- Stakeholder Advising: A trusted advisor to leaders and managers on people best practices, including interview techniques, talent evaluation, and building inclusive teams.
- Mentorship: Experience providing guidance to stakeholders and internal teams on difficult conversations and complex processes.

Operational Excellence

- Project Management: Experienced in executing and delivering P&C initiatives and cyclical processes, including end-to-end recruitment and onboarding.
- Process Improvement: Skilled at identifying and driving process improvements, using root-cause analysis to resolve recurring issues and enhance operational efficiency.

Employee Experience Insights

- Data Analysis: Proficient in using data and metrics (including Advanced Excel and basic Power BI) to conduct analysis, identify trends, and inform strategic decisions.
 - People Analytics: Ongoing professional learning in talent analytics and people experience strategy to provide data-backed insights.
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Professional Development

- **Lean Professional Certificate** (In Progress)
 - Working towards **CIPD**
 - **JPMorgan Chase & Co. Excel Skills Simulation Certification**
 - Ongoing professional learning in **Talent Analytics, Inclusion, and People Experience** strategy.
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Technical Proficiencies

- ATS Platforms: **Oracle Recruit, Bullhorn ATS, Greenhouse**
 - Candidate Sourcing Tools: **LinkedIn Recruiter**, Boolean Search
 - Reporting & Analytics: **Advanced Excel, Power BI (basic)**
 - Collaboration Tools: MS Teams, Zoom, Slack
 - Programming Language: HTML, CSS, JavaScript, Agentic AI
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Awards

- Award winning artist.
 - Math Olympiad awardee
 - President of India medal holder in Girl Guiding and Scouting
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