

# Shankar Raman

## Technical Recruiting Leader

### Contact

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### Education

BE, Mechanical Engg

### Key Skills

Tech Recruiting  
Leadership  
Stakeholder Management  
Program Management  
Employer Branding

### Objective

Experienced Tech Recruitment Leader with 15 years of expertise attracting top talent across diverse skill sets and platforms. Strategic solution consultant for Hiring Managers, adept at building talent pipelines and optimizing processes for seamless recruitment and onboarding. Skilled in sourcing exceptional candidates through multiple channels, ensuring organizational success.

### Experience

*Mar -2023 to Till date*

Recruiting Leader • **OpenText**

- Leading the Tech, Semi-tech, Finance, Marketing & HR recruiting function for India, streamlining the hiring process and reducing time-to-fill for key technical positions by 20%.
- Recruited Principal and Leadership roles within Engineering and Business teams
- Leading a team of 12 high performing recruiters
- Proficiently managed Recruitment Process Outsourcing (RPO) at OpenText, optimizing the hiring process and achieving exceptional results within tight timelines.
- Spearheaded the implementation of innovative sourcing strategies, resulting in a 30% increase in the diversity of tech hires, promoting an inclusive work culture.
- Demonstrated expertise in coordinating with external RPO partners, ensuring seamless integration and alignment with the stakeholders.
- Consistently exceeded expectations in rapidly scaling tech teams, sourcing top-tier talent, and maintaining a 95% candidate satisfaction rate during the process.

*Dec 2022 – Feb 2023*

Freelancer • **Out of the Blue.Ai**

- Setting up TA and HR function
- Build the Engineering and Product function in a fast paced set-up
- Work on Talent Attraction strategies that are metrics driven
- Focus on Employer Branding and establish reach across geographies
- Train and Coach teams on best practices of talent acquisition
- Partner with Co-founders on effective initiatives that are impact driven
- Employee engagement & Culture building

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*Apr 2022 – Dec 2022*

Recruiting Leader • **Browserstack**

- Lead hiring for Product, Design and Engineering teams
- Manage stakeholders and partner with them on scaling teams
- Be a full stack recruiter, Source and manage recruiting process till onboarding Negotiate salaries, benefits and ensure a high candidate acceptance ratio
- Lead Strategic and cross functional projects like candidate experience, Learning initiatives for the TA team, & Diversity hiring

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*Jan 2019 – Apr 2022*

Lead Executive Recruiter • **Target**

- Drive top tech talent acquisition for Target in India, across diverse skill sets and platforms.
- Offer expert solution consulting to Hiring Managers, ensuring the recruitment of exceptional talent in our high-growth environment.
- Source top-notch candidates through social media, Job Portals, and Employee referrals, leveraging leadership to build outstanding teams.
- Proactively build robust talent pipelines, reducing hiring lead time and exhibiting decisive leadership.
- Lead strategic projects, collaborating with cross-functional teams, and optimizing recruitment processes for added value.
- Skills/Titles Hired for: AI, ML, Java/Go-Lang/Scala developers, Principal Engineers, Software Architects, Database Architects, Search Engineers, Data Engineers, etc. Keeping leadership informed about market disruptions to maintain our competitive edge.

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*Jun 2014 – Dec 2018*

Group Manager TA • **WNS**

- Managed & recruited top talent for diverse business units under the Research & Analytics Vertical at WNS Bengaluru.
  - Led a team of 6 recruiters to build high-performing teams across various business units.
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- Partnered with business units to define roles and create job descriptions, ensuring alignment with hiring objectives.
- Established strong relationships with campuses, training organizations, and active channels for effective talent sourcing.
- Hired for skills such as Data Scientists, Big Data Engineers, Java Engineers, Tech Leadership, and Financial Services expertise

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*Sep 2010 – Mar 2014*

Sr Lead Consultant • **Recruise India Consulting**

- Responsible for Recruitment mainly for niche leadership level requirements for various clients into IT(Java, DotNet, C#, Peoplesoft developers), Management Consulting & Analytics Conduct Talent research and create reports for clients as per requirements Responsible for business development to acquire more clientele Handled a Team of 6 resources directly