# Ashish Tiwari

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# Summary

I have total 9 plus years of working experience in the IT recruitment industry. Serving different roles as required by my company helped me broaden my knowledge of the field as well as skill set.

Being an Account Manager for more than three years, I understood the importance of building relationships to bring more business to the company. I have managing multiple accounts for onsite requirements. Nothing drives me more than establishing clear communication between the clients and candidates. I love working with my team, ensuring we solve our clients’ most pressing people-related challenges and maintain a continued business relationship with them. I have gained good amount of experience working on VMS.

As an IT-Recruiter, I am extremely proficient in sourcing and identifying profiles, validating resumes, and rate negotiations. As a team lead, I have gained an important life skill of being a team player. I enjoyed providing mentorship to my team and junior recruiters, always making sure our goals are in sync with those of the company. I also served as the Delivery head for a year, managing a team of 12 for on-time deliveries and planning strategically to make sure the company’s quarterly targets were met on time.

# Skills

**Software Tools** : MS Office

**Operating System** : Windows & Mac

**Sourcing Tools** : Boolean Search Strings, Social Networking tools- LinkedIn Recruiter Tool, LinkedIn Premium User, Cold Calling, User Groups, Various Job Boards, – Other Creative Methods

**ATS** : Bullhorn, Synergy, Fieldglass, Jobdiva

**Languages**  : English, Hindi

**Technologies Hired for** : Includes but not limited toAnalytics, Cloud, Mobility, SAP, ERP, Infrastructure etc.

**Clients** :Verizon Telecommunications, Verizon Wireless, AT &T , T- Mobile , SAS Institute , Wipro, Infosys, Cognizant, L&T, Saama Technologies, Virtusa, Mphasis, Hraman, HCL, Hexawara, Huawei and many more .

**Strengths** : A Full Life Cycle Recruiter and an Expert understanding of the recruiting process, account management skills and ability to use ATS. Direct Sourcing methods using various search engines, Linked In, Boolean operators /Modifiers, Portal search, Head hunting, Poaching , Peersearch & Cold Calling, referrals , networking , ATS, Database etc.

# Experience

**Recruitment Account Manager Syslogic Technical Services / Incedo | March 2016 – Present**

As a recruitment account manager, I am handling the requirements of Verizon, AT& T, T-Mobile and SAS Institute. These are our direct clients. My responsibilities include, team management, vendor management, sourcing, screening and shortlisting profiles. As a individual contributor, I am sourcing profiles for both full time and contract positions with my clients. I am responsible for training fresher and helping them to understand recruitment process. I am responsible for sharing daily requirement to the internal team from VMS. I am also responsible for generating report from the VMS. I am handling both full time and contract requirements. My strength includes, team handling, sourcing profiles from, job portals, social media, internal database and referrals, salary/rate negotiation from the candidate, candidate engagement and coordination in selection process.

**Account Manager Innovalus Technologies | February 2015 – March 2016**

As an account manager, I was single point of contact and my most important focus was on identifying new business partners, and finding new leads within established client base. I was responsible for building client relationships including managing negotiations and conflicts. I was handling six client accounts and in the process have gained a tremendous amount of experience in issues related to delivery and execution. I was responsible for fetching new requirements from VMS and allocating them to the team.

In addition, I was responsible to manage team 12 recruiters. I was responsible for requirement allocation, target allocation, helping team to understand the requirement and weekly report generation. I always keep myself up to date with the latest technologies and continuously assist my team in sourcing profiles using portals like Monster, Dice, Indeed, CareerBuilder, etc. as well as social media. I have been also involved in sourcing profiles for niche skills and emerging technologies in Analytics, Cloud technologies, Infrastructure, ERP, SAP, Platforms, Mobility etc.

I have successfully incorporated five new clients to my company’s accounts.

**Account Manager/ Delivery Manager, Innovalus Technologies | April 2014 – February 2015**

I independently managed a 12-person team consisting of team leads and recruiters. My job was to ensure efficient and on-time delivery and anticipate any challenges along the way. I was also responsible for strategic planning to guarantee that we reach the company’s quarterly targets on time. I was also involved in account management.

**Account Manager, Innovalus Technologies | July 2012 – April 2014**

I mentored a team of six recruiters in end-to-end recruitment, in addition to my responsibilities as a account manager. As part of relationship development, I also regularly coordinated with clients, to gather requirements and ensure prompt delivery.

**Team Lead / Account Manager, Trilyon Inc | August 2011- May 2012**

As a Team Lead, I managed and trained a team of 12 recruiters in end-to-end recruitment, in addition to my responsibilities as Senior Technical Recruiter.

Additionally, as an Account Manager, I managed three client accounts for onsite requirements.

**Senior Technical Recruiter, Trilyon Inc | August 2011- May 2012**

Responsibilities included sourcing profiles from job portals/social media and referrals, assessment of profiles, negotiating salaries, coordinating interviews and ensuring prompt delivery of candidates to clients.

**IT Technical Recruiter, The Alpha Technologies | December 2008- May 2011**

Gained experience in end-to-end recruitment, handling multiple IT requirements, while sourcing from portals and screening suitable candidates.

**Unit Manger, ICICI Prudential Life Insurance Co. Ltd.| June 2007- November 2008**

Responsibilities included generation and development of business as well as recruitment and handling a huge team of 60 advisors.

# Education

## Masters in Business Administration | 2005-2007

Institute of Technology and Science, Ghaziabad, India

## Bachelors in Science | 2002-2005

Ewing Christian College, Allahabad, India

# Languages Spoken

English, Hindi