# Skills – Financial Services/Strategic planning Manager/ Recruitment Manager/ Global Recruitment Manager/Stakeholder Management/ Account Management/Recruitment Process Outsourcing (RPO)

# Summary

# Currently Performing with On—Demand—Agility--Solutions is a global IT and Engineering solutions provider catering to a diverse customer base. We ensure to empower our clients with innovative solutions that add measurable value to business, while adhering to global quality standards.

**Self-made Aggressive Techno - Functional Recruitment Specialist with 11 years of experience in hiring all levels of employees in information technology for Big Investment Banks in the world, directly working with Internal & External Stakeholders in BFSI Domain. Handling all level of Account Management/Stakeholder Management activities**

**Worked on Various Capital Market, Fixed Income, and Front Office – Back Office Requirements**

**Worked on many eTrading roles including DevOps, P&L, and Risk Batch & Order Management roles**

**Fair understanding of NON IT Roles Including Business Analyst/Data Analyst/Credit Risk/Market Risk/Operational Risk/KPO**

**Knowledge of roles like AML/KYC/GRC/Risk Analyst/Quant Analyst/Vulnerability**

**Global Hiring**

Had successfully handled and managed large gamut of recruitments, specially working for Clients based in APAC (India, Singapore, and Philippines), Europe (UK& Zurich) & United States.

Currently managing a team of 16 members, excellent hands-on working knowledge, Handling recruitment and Vendor Management activities for APAC & United States in Internet recruiting and research, Dedicated to building successful recruiting programs and finding the right candidates for the right jobs, at right compensation, all the way, building long-term relationships with applicants and Hiring managers. Dynamic professional with extensive experience in leading recruitment teams in multi-location, high-volume, deadline-driven, cost-conscious environments. Full life-cycle recruitment experience includes staffing, development of position descriptions, developing and implementing traditional and non-traditional sourcing strategies, screening/interviewing and candidate selection in concert with hiring managers, negotiating compensation packages, extending offers and assisting in integration of new employees.

## Experience

**Working as Manager Recruitment Since August 2007 On--Demand -- Agility Solution (Earlier e-Business ware)**

My primary goal is to facilitate the success of my customers by ensuring the delivery of highly advanced solutions that reduce project risks, enhance capabilities and create value, while managing within tight budgets and timelines.

**Roles & Responsibilities:**

Responsible for managing highly Talented Recruitment Executives, Involved into multi-location, high-volume, deadline-driven, cost-conscious environments, successfully handling and managing large gamut of recruitment events, Meeting directly with the clients to understand the project requirement, Responsible to take care of major client's account **(Investment Bank)**, working directly with stakeholder of the projects.

* Ensuring **continuous performance monitoring and improvement plan** is in place for recruiters to enhance the individual productivity and quality of hires.
* Accountable for delivery on **QTC Model - QUALITY hire in TIME at minimum COST.**
* Lowering the **COH (Cost of Hire) for the client**
* Ensuring a robust recruitment process governance and adherence  
  Ensuring timely production of various MI reports to all the stakeholders
* Responsible for accurate capturing of current and future manpower demand from business/clients
* Good communication skills demonstrated with ability to interface and maintain well working relationships with individuals at all levels.
* Skilled in using **Microsoft Office applications like Word, Excel, PowerPoint**
* Ability to work in a result-oriented and fast paced working environment
* Ability in providing written and oral presentations. Resourceful and committed. Versatile and adaptable
* Possess effective strategic thinking, negotiation, sourcing and problem solving skills.
* Responsible for developing and implementing recruitment strategies and programs to meet the established goals and objectives
* Provide market knowledge and advice to employers of the organization & clients.
* End-to-End Account Management for a particular set of clients.
* Monitoring delivery and **TAT (Turn Around Time)**
* Maintained a deployable Bench in local geographies (**Specifically APAC**)
* Maintaining the Client Master Tracker KPI and preparing the month-end Report

**Responsibilities as APAC & Overseas Account Manager:-**

* Analyzing resource requirement with Client Procurement Teams cost implications.
* Managing hiring plan as per forecast from clients.
* Liaise with Vendors for support in search of niche skilled resources.
* Financial negotiations with Clients, vendors and internal stake holders.
* Management of a pool of multiple resource and their allocations.
* Close liaison with Project Manager/Compliance team to understand upcoming resource roll offs and their further deployment.
* Understanding and managing the training needs of team members and consultants after close interactions with respective managers for skill up gradation to increase productivity.
* Interaction with Team members to understand their perspective for trainings desired.
* Identifying the training needs and proposal to H.R. and Management for implementation.

**Responsibilities as Client Relationship Manager/ Key Account Manager:-**

**Profit Centre Operations**

* Regular contact and liaison with the key POCs'​for various existing clients of the company for understanding their manpower demands/needs.
* Understanding the client's forecast/demands/ hiring patterns/ skill set etc.
* Responding to RFP/RFI from various clients.
* Understanding various legal compliances and attending monthly/quarterly and annual audits.
* Interaction with customer regarding Payment.
* Timely submission all the segment invoices & avoids a single invoice rejection.
* Properly follow up with customer until payment is not done.
* Tracking Daily Report, Weekly Report, Monthly Tracker Update
* Managed and Lead Recruitment Operations with hands on approach.
* Leadership demonstrated in team bonding and achieving targets and business objectives.
* Adept in putting together people from different cultures and orienting them for a common objective.
* Best peer reviews and management appreciation for successful project and people handling.

**Vendor Management**

* Empanelment of good vendors & consultants
* Processing of payments for vendors
* Ensuring good line ups from respective consultants
* Regular meetings with vendors, regular analysis of agency performance & sharing the same with them
* Managed relationships with 5-7 vendors including preferred vendors for Staff Augmentation, Managed Services, Rate negotiations, Vendor Performance framework creation & tracking, Market Intelligence.
* Reviewing vendors when and if problems arise, rest assured that a well-managed vendor will be quick to remedy the situation.
* Working with the vendors to come to agreements that will mutually benefit both companies

# Specialties

Good Understanding of **Banking and Financial, Insurance, Aerospace Segments**

Good knowledge of H1b hiring, H1b Marketing, US Staffing, Very **good understanding of APAC & European Market (UK, Zurich) hired multiple candidates on UK Tier 1**.

Expertise in Bulk/Volume hiring for the BPO/RPO (Voice/Non Voice Process), Technical & Business Analysis area

# Major Expertise in handling roles

# Software Engineer, Software Designer, Tech Lead, Team Lead, Project Lead, Release & Environment Management, Business Analyst , SCM, Project Manager, Sr Project Manager, Program Manager, Product Manager, Delivery Manager, CTO.

**Technologies hired on: Microsoft .Net, Oracle Java , Mainframes , SAP , Oracle Apps , DBA , DWH , System & Network Admin, Architect , IT Infra , Business Analyst.**

**Investment Banking-Technical Recruitments at Software Data India Limited**

April 2007 - August 2007 (5 months)

**Reason for change – Got good opportunity**   
**Software Data India Ltd.** a leading software development company with business interests in staff augmentation and software solutions. SDIL was established in 2001, in India, to take care of business in the APAC region for its parent company DATA Inc. We are an ISO 9001:2008 certified company. We are a part of the multi-million dollar Data Inc Group, which has a proven expertise in providing the quality software services, in multiple business domains, to various Fortune 500 companies across the globe, and have a successful track record. Our investments in building and sustaining long-term relationships are excellent.

**Key Clients- Goldman Sachs, UBS, ML.**

* Responsible for sourcing qualified IT professionals through Job boards
* Understanding the staffing needs of the Clients and matching candidates against those.
* Recruiting qualified candidates via Job board.

**Previously worked with ATS Services as TL/an IT Recruiter from Sep 2005 to Mar 2007**

**Company Profile:**

**ATS is an** India’s premier institutionalized domestic Business Process Outsourcing Company. We pioneered the concept and are today the largest in this space. We were established in 2000 and are a Citigroup invested company. We are offering our Business verticals in Insurance, Banking, Telecom, IT and HR Outsourcing services, from New Delhi, Bangalore and Chandigarh.

**We provide a complete range of HR services that cover the following:**

* Staffing Solution and Employee Leasing
* HR Operations Support
* Managed–BPO services

**Responsibility:**

* Full life cycle recruiting (screening, interviewing, negotiating, closing), traditional Internet recruiting and candidate-to-client matching.
* Skills worked - On Java, J2ee, Business analyst

**Clients -** NIIT LTD, Nucleus, SAKSOFT, Perot System

**Visa –** Valid US B1 Visa, Valid visa for Philippines

**Education**

* Bachelors in commerce – Full time – Delhi University
* Master in IT & HR – Part Time – SMU

**Awards**

* Multiple awards as a recruiter in 2008/9/10
* Exemplary performance in 2013/2014 & 2015

**Travel**

* Travelled to Manila twice in 2015
* Travelled to United States in 2016