

Contact

tinanikam01@gmail.com

97259-46949

www.linkedin.com/in/shakuntala-nikam-99967269 (LinkedIn)

Top Skills

- ✓ Recruitment Cycle
- ✓ Sourcing
- ✓ Screening
- ✓ Benefits Negotiation
- ✓ Internet Recruiting
- ✓ Vendor Management
- ✓ SDLC

Shakuntala Nikam

Summary

A dynamic HR professional with over 7 years of rich experience with Global IT services and product companies. Experience encompassing:

Talent Acquisition - Recruitment strategic planning

Partner alliances & vendor management - Operations Management

Profit Center management - Expertise in "Start from Scratch"

Strategic sourcing - Resource Management

Negotiations

Experience on ATS systems including; Beeline, Fieldglass, Brassring, iCIMS, Tapfin, Jobdiva, and many others.

Comprehensive experience in strategizing and leading recruitment function for

Managing bulk hiring projects & niche skills hiring

Utilizing distinguish sourcing channels and recruiting techniques.

Stake holder management & relationship building

Experience

VVDN Technologies

Sr. Talent Acquisition

March 2020 - Present (9 months)

Gandhinagar, Gujarat

Performing senior to leadership recruitment across business units (Global Sales, Cloud, IoT, Networking, QA, Camera, Software, Hardware, COE, etc.) for the organization across the regions.

Software & Hardware Engineering

Full Recruitment Life Cycle

Identifying strong talent through multiple sources like external applications, Employee referral programs, In-house Tech Programs focussed to connect, grow and hire;

Diversity Hiring

Strong Focus on Candidate Engagement and Experience

Strong sourcing strategies, social media hiring, strong understanding of the India Tech Talent Market

Interacting with leadership team related to ongoing project pipeline /candidate development for executive recruitment activity.

Participating in workforce planning sessions and ongoing ad-hoc feedback meetings with XMs (Executive Management) and Business Heads.

Wipro Limited

Talent Acquisition

March 2019 - March 2020 (1 year 1 month)

Bengaluru, Karnataka

Responsible for the complete end-to-end contract recruitment

- Designing a strategy for fulfilment to meet the business targets
- Interact with respective stake holders (WMG, Account team / Practice Heads) & gather required JD / requirements and plan for delivery
- Work with the partners in getting in relevant profiles in time and negotiating the best possible rates before releasing the WO
- Provide analytical and well documented recruiting reports
- Act as a point contact and build candidate relationships during the selection process
- Co-ordination with Payment team, for payment issues
- IT Procurement

COLLABERA EUROPE LIMITED

Senior Recruitment Specialist

February 2018 - March 2019 (1 year 2 months)

Vadodara Area, India

Collabera

Recruitment Specialist

March 2013 - June 2017 (4 years 4 months)

Vadodara, Gujarat

Managing all recruitment activities (from sourcing and selection through offer acceptance) for technical and corporate positions

Responsible for implementing the recruitment strategy due to global recruitment proces

Providing guidance for Hiring Managers in recruitment processes: advising them on recruitment processes, the most effective sourcing channels and the availability of the desired skillset in the market

Cooperating internationally with TA Team and HR structure (HRBP's and HROS's)

Sourcing for candidates from a variety of creative channels, including contacting leads from social networking, online tools and job boards, referrals and database sourcing

Leveraging recruiting management tools by developing and maintaining a database and pipeline

Reviewing, engaging and managing vendors and agencies where appropriate

Involvement in projects and initiatives related to Talent Acquisition

Education

Ambe Vidhyalay

10+2, science

Sardar Patel University, Vallabh Vidyanagar

Bachelor's degree, Chemistry