

Pratik Kumar Chouhan

Talent acquisition

SUMMARY

- 6+ years of experience in directing and managing Technical Hiring, Strategic Sourcing, and Recruitment with key focus on profitability and optimal utilisation of resources.
- Proven track record of guiding recruitment and selection across varied skills, disciplines, levels managing recruitment from Entry to senior level positions along with niche roles across IT domains. Expertise in sourcing, selecting and hiring qualified candidates using cost-effective techniques and in accordance and compliance with Organisational policies, procedures and processes.
- Played a vital role in collaborating with the stakeholders in assigned service areas, business unit/service lines for understanding the business Strategy and talent needs in order to ascertain the manpower projections.
- Data management and Data maintenance of all Employees in ERP Tools (Sales force, Workday, Synergy).
- Hands on experience on ERP (Creating Req Creating Job Roles, Adding compensation details of employees, Rolling out offer).

SKILLS

End to End Recruitment	Social Media Hiring
Leadership Hiring	Volume Hiring
Hr Discussion	Client & Stake Holder Management
Vendor Management	Market Insights & Mapping
Documentation, Offer Negotiation/Creation & Offer releasing	Performance Management System

WORK EXPERIENCE

Talent Acquisition Specialist

November 2019 - Present -

News Technology Services (Unit of News Corp)
Bangalore

- Managing End to End recruitment for different business unit within the technology vertical of News Corp.
- Identify recruiting sources and networks Introduction of Talent Acquisition best practices Hands on of specialist HR software and automated systems.
- Job posting via job-sites (Naukri / LinkedIn / Monster / iimjobs / Angellist) and responses received on Career Page (NTS Career site) .
- Utilise multiple sourcing channels to find the best talent match - Job boards, LinkedIn, Naukri, open web source including: GitHub, Stack Overflow, Resume search on Google, X-ray search, Meet up groups, College alumni list, Conferences /Awards, Competitions, Patents & Publications, Tangent sourcing.
- Coordinating with Technical Panel for all Technical interviews and Onsite interviews.
- Salary negotiation with the shortlisted candidates.
- Industry Mapping - role/designation/compensation with similar functions and companies Maintaining daily Recruitment Tracker - both summary and detailed.
- Meeting all hiring needs of the clients & the company as per the defined metrics and SLA's including diversity ratios, source mix, conversion ratios, on time delivery, quality of resources and compliance posture. Build strong partnering relationships with client hiring managers and the HR organisation.

- Conducts recruitment strategy meetings (RSMs) ensuring all stakeholders necessary for success are present, qualifies candidates via in-depth interviews, sells best-qualified candidates to hiring managers, facilitates debriefs and decision-making and placement of successful candidates.
- Weekly reporting and meetings to check on status of current roles, constant communication with business to gain better understanding of roles and ideal candidates, to make sure submittals are hitting the mark. Ensuring adequate pipelines are in place to meet the business demands.
- Involve in Vendor Management: Builds relationships with Agencies, sharing the requirement with vendors, keeping track of every talent sourced by vendor, providing feedback on regular basis to vendor.
- First HR Interview, Ensuring all interviews with Business Heads.
- Acts as a consultant by providing clear direction on roles and responsibilities of all partners and stakeholders in the recruiting process while managing communications to key stakeholders (hiring managers, candidates), exhibiting an appropriate sense of urgency by ensuring timely and accurate updates on status and feedback.

HR Projects

- Create Process flow for NTS Interview Life cycle
- Create Long list of prospective candidate from similar technology/workspace and share market insights and intelligence with the stakeholders for global data (News UK, NewsQuery, News Corp, The Times, The Australian, The Sun, DowJones, The Wallstreet Journal, NewsCorp Australia Etc)
- Map specific talent pool to prepare recommendations and suggestions on talent landscape and availability.
- Participate in cross functional HR projects to set up/improve HR process @ NTS
- Part of ATS review, testing, migration & implementation for NTS

Talent Acquisition Specialist

Dec 2018 - Nov 2019

Wipro Services Ltd

Bangalore

Roles and Responsibilities: Handling end to end recruitment for Niche Technologies. In the IES Division of Wipro as well handling a small team of 7 people.

- Recruiting for all emerging niche skill sets such as **ASCI Verification & design, Audio Service developer, Azure architect, Storage Architect, Cloud Development, Hardware board design, Embedded, Micro-controller, Wireless, 3G/4G/5G, Big Data/Hadoop Ecosystems(Kafka, Spark, Scala), Python Automation(Squish, Nose test), Cloud skills(Azure, Google Cloud Platform, AWS, DevOps), Mobile Application(Android & IOS), UI development, Oracle, Dot.Net Family, IT Infrastructure(Networking & Servers), Full Stack Java, Front end and back end, Pig, Hive, Spark, Shell, Perl, Raid, Angular/UI, Big Bet hiring.**
- Sourcing through various hiring platforms such as internal ATS, Naukri, Dice, Monster, LinkedIn, Google X-Ray Search, Employee referrals and Networking.
- Managing 40 to 50 requisitions at any given point of time and close the same within SLA. Experienced staffing large accounts and verticals, maintain operational excellence parameters with recruitment, competency, reporting and collaboration with various functions to ensure smooth deployment in and out of projects.
- Closely working with client and internal stakeholders to understand the hiring needs and execute best strategies for it. Allocating suitable projects to the hired candidates.
- Attending quarterly reviews which is based on various hiring parameters which includes Joining ratio, Ageing, Cycle time, Per person cost, hiring platforms, deviation%.
- Publishing high level weekly Dashboard and presenting strong MI reports at the leadership level for critical cases which helps in decision making.

Senior Recruitment Lead

Aug 2018 - Dec 2018

Datamatics Global Services Pvt Ltd : Contract

Bangalore

- Recruiting on all the IT requirements with particular emphasise on **hard core developers (C++, .Net, Python/Django, Java, Win32), Testers(Storage, Selenium, C# Automation, Python), DevOps Engineer, Firmware Integrators, Business Analyst, Data Scientists, Embedded, and Hardware Design(DFT, RTL Design, Verification, CAD etc.).**
- Partner with hiring leaders of assigned functional areas to understand hiring needs, Senior leader business objectives, and required candidate job level, experience, characteristics, and competencies.

- Involved into end to end recruitment process from hiring initiation, screening, shortlisting, scheduling, salary negotiations, coordination to offer release.
- Strong sourcing skills in active as well as passive searching (Naukri, Monster, Social media, Employee Referrals, etc.).
- Partnering with the Coordination Team, Conducting walk in interviews and Recruitment drives.
- Conceptualised and executed various engagement events like Employee Referral Campaigns.

Hr Associate/Manager

Dec 2015 - Mar 2018

eMind Technologies Pvt Ltd (Previously Ssystems Quest)

Bangalore

- Responsible for Full Recruitment Life Cycle and Employee Relations across all levels (Top, Middle and Junior Level) and supporting contract and full time requirements for various clients like Cisco, JP Morgan, Morgan Stanley, Dell, Goldman Sachs, Deloitte, Net App, XL Health for Bangalore, Hyderabad and Mumbai location.
- Understand and analyse the requirements on different skill sets and meeting client requirements.
- Identifying the potential candidates through different search activities using portals such as Naukri, Monster, LinkedIn, Employee Referrals, Networking and Social media.
- Screening, Validating the potential candidates through telephonic interviews, face to face interviews, technical experience & skills assessments, Short listing & selecting the candidates in the preliminary rounds & Briefing them about the job profile, salary package, organization culture, references checks etc.,
- Negotiating with candidates, delivery of offers and post offer follow- up.

Hr Executive

October 2013 - October 2015

Hr Tree Outsourcing Solutions Pvt Ltd

Bangalore

- Perform full cycle recruiting in a high volume IT environment; supporting contract and full time requirements for various clients like Amazon, Microsoft, T-Mobile, Disney, Starbucks, AT&T, and few other startups like ConfirmTKT, Kristal.AI etc.
- Recruiting on technical and non-technical positions, with particular emphasis on Developers (web, C#, Java, .Net), Testers (Manual and Automation), Network Engineers, Designers (Graphic and UX designers) and Infrastructure opportunities.
- Qualifying the requirement with the Client managers. Coordinating with the Delivery Manager in US.
- Initial screening and understand the candidates experience, skills and professional goals.
- Negotiate wages, benefits, and other terms and conditions of employment with candidates.

EDUCATION

B-Tech

Aug 2009 - June 2013

Biju Patnaik University of Technology

India

12th

June 2007 - March 2009

Government College of Sundargarh

India

10th

June 2006 - May 2007

Kendriya Vidyalaya Sangathan

India

AWARDS & ACHIEVEMENT

- Star performer award for outstanding contribution towards closing niche skills. (News Corp)
- In-House Recruitment Leader of the Year for hiring 200+ candidates in 4 quarters. (Wipro Technologies)

- 3 Quarters Continuous Highest target achiever, across IndiaBU & Digital vertical.
- Got appreciation mails from clients many times for closing demands within TAT.