

SWAGATA CHAKRABORTY

PROFESSIONAL SUMMARY

Experienced Technical Recruiter with a strong background in sourcing and placing top tech talent. Skilled in understanding technical requirements and collaborating closely with hiring managers to fill challenging roles efficiently. With a deep knowledge of the tech industry, I have consistently matched the right candidates to the right opportunities. Now, I am ready to make a career change to IT Junior Developer, eager to apply my technical understanding and problem-solving skills in a hands-on development role. I am passionate about furthering my technical expertise and committed to growing within the IT field, bringing a unique perspective from my recruitment background to contribute to meaningful projects and innovation.

WORK HISTORY

Technical Recruitment Consultant, Nov 2024 to present Protip UK - London, UK

- Managed full-cycle recruitment for Tech/Digital roles, driving both in-house and agency hiring processes
- Proficient in candidate sourcing and talent attraction through innovative strategies, utilising multiple platforms, portals, employment referrals, networking and HR systems
- Regularly collaborate with teams and stakeholders, ensuring clear and transparent communication to meet objectives
- Built and maintained strong, lasting relationships with candidates, hiring managers, and industry contacts to support continuous lead generation and business growth

IT Senior Recruiter, May 2022 to June 2023 Concentrix Catalyst - London, UK

- Managing the full lifecycle of recruitment, from initial requisition intake to candidate onboarding, ensuring a smooth and efficient process for hiring managers, stakeholders and candidate experience.
- Successfully identified and implemented sustainable solutions to optimise recruitment processes, resulting in reduced time-to-hire cost for the project.
- Collaborated with departmental HR teams to integrate recruitment strategies with workforce planning initiatives, ensuring a talent pool aligned with future business needs.
- Led research initiatives to identify recruitment best practices, piloting new approaches and tools to attract top talent. Successfully rolled out these innovations across the company leading to increased qualified applicants by 25% for each quarter.
- Proactively sourced and recruited for critical roles. Implemented innovative strategies utilising diverse recruitment channels to attract a wider pool of qualified candidates from different segment of the market.

CONTACT

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SKILLS

- Webpage Development
- Designing Websites
- HTML, CSS, JavaScript
- Python
- Coding
- Candidate pipeline management
- End-to-end recruitment
- Technical recruiting
- Onboarding process development
- Candidate relationship Management
- Stakeholder Engagement
- Employer Branding Strategy
- Process Improvement
- Applicant Tracking Systems (ATS)
- SCRUM Training

TOOLS



- Encourage conducting the review of the onboarding process and implemented improvements based on data analysis, leading to a 23% increase in employee satisfaction.

Senior Recruiter - Information Technology, Oct 2021 to May 2022
Western Union - London, UK

- Proposing and implementing the sourcing strategy and marketing techniques adapted to the different functions – Finance team, Marketing team, Operations team and IT team.

Recruitment Consultant, July 2021 to Oct 2021
Eteams - HSBC, contract

- Taking care of 13 Business Functions with full end to end recruitment for the departments.

Account Manager, May 2021 to July 2021
Hancock and Parsons, London

- Everyday use of a recruitment sourcing portals for posting and screening candidates

IT Recruitment Specialist, Aug 2020 to April 2021
Primus Tonto – Freelancing, London, UK

- Everyday use of a recruitment sourcing portals for posting and screening candidates

IT Talent Acquisition Recruiter, July 2019 to Nov 2019
Randstad, BNY Mellon - Pune, India

- Worked as Senior recruiter for IT Technical roles.

Technical Consultant, Oct 2015 to May 2017
Capgemini - Kolkata, India

- End to end operational recruitment process and placing of job advertisements.
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EDUCATION

IT Software Developer, Graduate
March 2025

Bachelor of Business Administration, Human Resource
April 2013

Master of Business Administration, Human Resource
April 2013

HOBBIES AND INTEREST

- I enjoy gardening, planting plants and nature. I admire watching old paintings and arts. I love old classical music and can listen for hours. I also get excited watching moon every night.
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