

# SWAGATA CHAKRABORTY

## PROFESSIONAL SUMMARY

Experienced Technical Recruiter with 8 years in sourcing and placing top tech talent. Skilled in understanding technical requirements and collaborating with hiring managers to fill challenging roles.

## WORK HISTORY

### IT Software Developer Graduate - Bootcamp, 01 2025 - present Just IT , United Kingdom

- Completed an intensive Software Development Bootcamp, gaining hands-on experience in building interactive web applications and developing full-stack solutions using HTML, CSS, JavaScript, Python, and SQL
- Gained expertise in front-end development with HTML, CSS, and JavaScript, and back-end programming using Python and SQL, enabling the creation of dynamic, data-driven applications.
- Acquired knowledge of relational databases, SQL queries, and data manipulation, while also strengthening problem-solving skills and debugging techniques to optimize application performance

### Recruitment Business Consultant, Nov 2024 - 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 - 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.

## CONTACT

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## SKILLS

- LinkedIn headhunting
- Candidate pipeline management
- End-to-end recruitment
- Technical recruiting
- Onboarding process development
- Candidate relationship Management
- Executive Search
- Stakeholder Engagement
- Employer Branding Strategy
- Workforce Planning & Talent Management
- Process Improvement
- Data-Driven Decision Making
- Social Media Recruitment
- Applicant Tracking Systems (ATS)
- SCRUM Training

- 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.
- 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 - 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.

**IT Recruitment Consultant, July 2021 – Oct 2021**  
**Eteams - HSBC, contract**

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

**Account Manager, May 2021 – July 2021**  
**Hancock and Parsons, London**

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

**IT Recruitment Specialist, Aug 2020 – April 2021**  
**Primus Tendo – Freelancing, London, UK**

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

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

- Worked as Senior recruiter for IT Technical roles.

**Associate Consultant, Oct 2015 – 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**

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## **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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