

# Isaac Elias

## **Senior Staffing Manager | Full-Cycle Recruiter | AEC, Construction, Manufacturing & Non-IT Hiring Specialist**

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Dedicated Senior Staffing Manager with a proven track record in full-cycle recruitment, specializing in permanent placements within the AEC (Architecture, Engineering and Construction) Industry. With a strategic focus on partnering for long-term success, I collaborate closely with clients and hiring teams to identify top-tier talent across various domains including Construction, Front Office, IT, Non-IT, and Administration.

In my current role at TechIntelli Solutions and previously at Talent Logic Inc. and 247Headhunting, I have honed my expertise in social media recruiting and leveraging job portals such as Monster, Zip Recruiter, CareerBuilder, LinkedIn, Indeed, and internal search platforms. My approach centers on understanding the unique needs of each client and embedding myself within their operations to ensure optimal talent acquisition outcomes.

I specialize in recruiting for key positions critical to project success, including Construction Estimators, Superintendents (General and Traveling), Project Managers, Project Engineers, Project Executives and AEC (Architecture, Engineering and Construction), Manufacturing and industrial professionals.

My approach to recruitment encompasses the entire spectrum of talent acquisition, from sourcing and screening to negotiations and finalizing offers. I pride myself on my ability to establish and maintain strong relationships with both hiring teams and candidates, delivering exceptional candidate experiences and ensuring a high-touch, consultative approach throughout the recruitment process.

With a deep understanding of the industry landscape and a commitment to staying ahead of emerging trends, I am passionate about driving positive outcomes for clients and candidates alike. I am eager to continue leveraging my skills and expertise to make meaningful contributions in the dynamic world of talent acquisition.

Willing to relocate: Anywhere

## Work Experience

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### **Senior Staffing Manager**

Bitflow Innovative Group-Hyderabad, Telangana

Full-time

0-15 days notice period

February 2025 to Present • Full-time

As a Senior Staffing Manager at Bitflow Innovative Group, I'm committed to driving talent acquisition strategies that align with our company's vision and values. With a focus on building strong, diverse teams, I leverage my expertise in sourcing, recruiting, and managing top-tier talent to ensure the right people are in the right roles. My passion for empowering individuals and creating lasting, meaningful connections helps to foster a thriving and collaborative work environment. Excited to contribute to Bitflow's continued growth and success!

### **Senior Staffing Manager**

Avance Consulting-Hyderabad, Telangana

Full-time

August 2024 to February 2025 • Full-time

As a Senior Staffing Manager at Avance Consulting, I utilize my extensive experience in corporate recruiting and the staffing industry to drive success for client organizations. My core focus is on identifying

high-caliber candidates, developing effective recruitment strategies, and cultivating strong, long-term relationships with both clients and candidates. By providing tailored staffing solutions, I help ensure that organizations have the right talent in place to meet their unique business objectives.

I collaborate closely with teams to streamline the recruiting process, from talent sourcing to placement, ensuring that it is both efficient and aligned with industry standards. My approach emphasizes quality, transparency, and a positive experience for all parties involved. Whether building out new teams or filling critical roles, my work directly supports business growth and operational success, making me a key partner in achieving client goals.

With a passion for delivering results and a deep commitment to excellence, I am always striving to create value for both clients and candidates in the ever-evolving staffing landscape.

## **Senior Staffing Manager**

TECHINTELLI SOLUTIONS PRIVATE LIMITED-Hyderabad, TS

Full-time

February 2024 to August 2024 • Full-time

Experienced senior recruitment specialist proficient in hiring Non-IT professionals spanning diverse sectors including Construction, Mechanical, Electrical, Human Resources, Administration, Medical, Legal, and more. Skilled in orchestrating end-to-end recruitment processes encompassing sourcing from job boards, conducting cold calls, and negotiating competitive salaries. Renowned for building strong relationships with hiring teams and candidates, emphasizing superior candidate experiences and a consultative approach. Trusted leader in implementing consistent recruiting practices and overseeing seamless full-cycle recruitment operations.

## **Staffing Manager**

Talent Logic Info Services Pvt Ltd-Hyderabad, Telangana

Full-time

May 2022 to January 2024 • Full-time

Experienced recruitment specialist dedicated to sourcing and hiring talented Non-IT professionals across a spectrum of industries including Construction, Mechanical, Electrical, Human Resources, Administration, and beyond. Proficient in navigating the recruitment landscape, from strategizing job board searches and posting ads to conducting targeted cold calls and reference checks. Known for fostering productive relationships with hiring teams and candidates, prioritizing exceptional candidate experiences and a consultative approach. Instrumental in instituting and refining consistent recruiting practices to drive seamless full-cycle recruitment processes.

## **US Recruiter**

247 Headhunting-Hyderabad, Telangana

Full-time

November 2020 to May 2022 • Full-time

Managed full-cycle recruitment encompassing sourcing, screening, negotiations, interview scheduling, and offer finalization, while prioritizing talent care for candidates. Proficient in utilizing various sourcing tools including Monster, LinkedIn, Dice, and other job portals. Additionally, skilled in the effective use of Bullhorn for streamlined recruitment processes.

## **Sales and Marketing Specialist**

Zealous Services-Hyderabad, Telangana

Full-time

October 2018 to April 2019 • Full-time

Managed numerous inbound and outbound calls to address customer and client inquiries. Proficient in identifying customer needs, resolving issues, and providing effective solutions. Skilled in upselling additional products whenever feasible. Responsible for selling products and ensuring customer satisfaction by fulfilling orders from existing or potential sales outlets.

## Education

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### **Computer Science (B.Tech/B.E.)**

Marri laxman Reddy Institute Of Technology & Management-Hyderabad, Telangana

Full-time | 2017 to 2021

### **12th Pass**

Telangana State Intermediate-Hyderabad, Telangana

Telangana | English medium

Passing year: 2015 to October 2017 | Scored: 6.0

### **10th Pass**

Panchasheela High School-Hyderabad, Telangana

Telangana | English medium

Passing year: 2014 to 2015 | Scored: 7.3

## Skills / IT Skills

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- TIME MANAGEMENT
- Customer service
- Marketing
- Social media marketing
- Social media management
- Full Life Cycle recruiting
- Negotiation
- Interviewing
- Microsoft Office
- Organizational skills
- Talent acquisition
- Team management
- ATS
- Sales
- Human resources management
- Recruiting
- Talent management
- Excel Sheet
- Manufacturing
- Sourcing
- Communication skills
- Administrative experience
- Schedule management

## Languages

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- Telugu - Native
- English - Fluent
- Hindi - Fluent
- Spanish - Beginner

## Online Profile

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<https://www.linkedin.com/in/isaacelias4444/>

## Additional Information

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### DECLARATION

I hereby declare that the information furnished above is true to the best of my knowledge. I do hereby declare that above particulars of information and facts stated are true, correct and complete to the best of my knowledge and belief.

Isaac Elias.

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