

# Eleanor B (Vishal)

PROGRAMS SPECIALIST,  
TALENT ENGAGEMENT

Google Internal  
Resume Confidential



## EDUCATION



### UT Austin - Red McCombs School of Business

PGP Data Science & Business Analytics - 2021



### MDI Gurgaon

PGP Human Resource Management - 2016



### Amity University

B.Sc. Information Technology - 2014

## PERSONAL

Experienced Program Manager with a strong background in talent engagement & data analytics. Led successful projects in a fast-paced, cross-functional environment. Skilled in creating efficient processes, driving data-informed decisions, & engaging stakeholders.

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## PROJECTS

### Recruitment Model

(Automation - Pre Google)

- Built and utilised an ML model for informing reviewing CVs for a delivery ops role(10 per month), the objective was to improve the shortlisting criteria basis historical data & find levers in the CVs with significant correlation to the final selection. Saved **70 manhours/month** while improving the **interview to offer rate by 22 pp**.

## CAREER



### GOOGLE APAC - Programs Specialist, Talent Engagement

Feb 22 - Present

- Outreach Solutions** - Touched over 12,500 leads through 7+ curated outreach solutions with a strong focus on representation ensuring over **higher than aspirational % female representation**, which generated 5000+ applications
  - Decode with Google** - Impacting 3500+ additional leads, was awarded a spot bonus for going above & beyond.
    - Built & supported maintenance of the Decode event space on Hopin & was **the Tech POC for the event**
    - Leading the Decode career booths** - Collaborated with 30+ Recruiting & Business Team to run 6 simultaneous virtual career booths attended by 2100+ leads.
- Reporting & Analytics PoC** -
  - India Demand Analysis** - generated key insights based on the gHire demand data to enable H2 Roadmapping for India Outreach Programs for 2022.
  - Responsible for **developing and delivering reports** to the internal clients using **gHire dashboards & SQL queries (plx)** to drive stakeholder accountability leading to an increase in lead activation by **11% YoY**.
  - Automation of gTech Monthly reports** using plx and sheets, saving **10+ man hours/monthly**
  - Completed the **highest number of AOC requests** across APAC during my first cohort of AOC, was recognised for the same in form a peer bonus by the AOC program manager
  - Facilitated **gHire dashboard training** for the APAC recruiting team
  - Leading the **development of a dashboard** to enable real-time reporting for **gCare's hiring metrics**
- Pipelining for India Programs** - Spearheaded generation of higher quality relevant pipelines for India Industry Programs by Using Job Requirements (L5 SWE) & Candidate Personas(CCE Leaders Circle, Women at Cloud) to Inform Lead Generation while maintaining **higher than the aspirational DEI % representation** in the event pipelines.
- Identified & solved for the low RSVP rates** for our talent engagement programs in the India industry audience by building better communication plans & **A/B testing** for ideal email campaign times to **increase the RSVP rates by ~40% (YoY)**
- Program Managing Site fun activities for HYD recruiting** from conceptualisation, to collaboration between teams, keeping the recruiting leads involved, getting their buy-in and execution of the events, recognised by program owner, for the same.

## SKILLS & ABILITIES

- SQL
- Recruiting
- Talent Engagement
- Business Analytics
- Reporting & Automation

## RECOGNITION & AWARDS

- 6 spot bonuses** (4 for core projects, 2 for community contributions)
- 2 peer bonuses** (1 each for core & a 20% project)

## PAST ORGANISATIONS

Great Learning (Dec 18- Feb 22)  
MyUnnati.com (Sep 17 - Dec 18)  
IBM (May 16 - Sep 17)

