Vishal Beotra

Program Manager | Analyst

Experienced Program Manager with a strong background in talent engagement and data analytics. Led successful projects in a fast-paced, cross-functional environment for over 6 years. Skilled in creating efficient processes, driving data-informed decisions, and engaging stakeholders. Seeking a challenging opportunity to leverage my expertise and drive measurable results.

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📍 India

in linkedin.com/in/vishalbeotra

💼 WORK EXPERIENCE

Program Manager, Talent Engagement
Google

02/2022 - Present   *Hyderabad, India*

Achievements/Tasks

- Program Managed several Talent Engagement solutions by partnering with various senior recruiting and business stakeholders impacting **12,500+ mid-senior technology leads, generating 5000+ applications** focusing strongly on representation.
- Led the **Hopin instance** development & management for **Decode with Google, Google India's flagship Talent Engagement program.**
- **Led the Decode career booths -** Collaborated with 30+ Recruiting & Business Team to run 6 simultaneous virtual career booths attended by 2100+ leads.
- Responsible for **developing and delivering complex reports** to the internal clients using **internal dashboards & SQL queries** to drive stakeholder accountability leading to an increase in lead activation by **11% YoY.**
- Led the **development of a dashboard** to **automate monthly recruiting reports** for Google's Business Operations unit.
- **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)
- Spearheaded generation of higher quality relevant passive pipelines by cleaning, extracting & processing gHire data for India Programs using Job Requirements & developing candidate personas to inform lead generation while maintaining **30% DEI representation**.
- Received recognition for **enhancing APAC Recruiting's analytical capability** by completing the highest number of data analysis requests across APAC recruiting & facilitating gHire dashboard trainings for the APAC recruiting team.
- Received **6 spot bonuses & 3 peer bonuses as a recognition** for going above and beyond & modeling Google values for the programs run

Senior Manager, Community Operations
Great Learning

03/2021 - Present   *Gurgaon, India*

Achievements/Tasks

- Providing **actionable insights** through **EDA** on mentor rating data to improve program EPF & NPS.
- Led the development of the **microsite for Guru management**
- Driving **improvement of tech product** used to manage the Guru pool. (feature additions to better navigate through the Guru pool)
- Led the Guru Ops team as we **scaled Guru pool by 3X** (from 35 to 100+) to support the new technology programs. (Java, Python, Blockchain & Cloud)

📄 CERTIFICATES

PGP - Data Science and Business Analytics (06/2020 - 05/2021)
The University of Texas at Austin – Red McCombs School of Business, Online

🎓 EDUCATION

PGP - HRM
Management Development Institute (MDI), Gurgaon

07/2014 - 04/2016
Gurgaon, India

Bachelors of Science (IT)
Amity University

06/2014 - 03/2016
Noida, India

📐 PERSONAL PROJECTS

Recruitment Selection Model
 (06/2020 - 09/2020)

- Built scalable recruitment selection model(s) to **improve the short-listing** criteria basis past data & **find levers** in the CVs that had a **significant correlation** with the **final selection** for an ops role.
- Used the findings from this exercise to improve sourcing by rejecting candidates with propensity of selection below a certain treshold. Saved **70 manhours/month** while improving **app to offer rate by 22 pp.**

Early Professional Experiential Marketing (Building an Employer Branding Model)
 (04/2015 - 06/2015)

- Developed metrics based on Vroom's Expectancy theory to calculate the Employer Brand Image of IBM
- Designed a scalable Dashboard to measure IBM's perception on campuses worldwide

WORK EXPERIENCE

Manager, People Operations
Great Learning

12/2018 - 03/2021   *Gurgaon, India*

Achievements/Tasks

- Led the **North India talent acquisition function** with a team of 3 FTEs as we **scaled up the team by 5X** in **28 months** with > 40% outbound recruitment while continuously reducing time & cost to hire. Responsible for hiring **600+ FTEs** in this time period. (93.4% offer to join).
- Revamped the hiring process for several key positions (ops, analytics) & introduced appropriate testing mechanisms leading to **TAT improvement by 75%**
- Led the **Campus Hiring initiatives** across several Business Schools & Non-Tech campuses for 2+ years resulting in 50+ retained entry to mid-level hires
- Administered **HR Business Partner responsibilities** for the international sales and ops business units (200+ FTEs)
- Conceptualized and executed learning interventions on **Unconscious Bias for the People Managers** to mitigate hiring biases & create an inclusive workspace
- Designed and delivered a customised competency based learning program for Operations team, **90%+ attendees found it useful** and over next 3 months **operational efficiency increased by 7%**

Practice Lead
MyUnnati.com

09/2017 - 12/2018

Achievements/Tasks

- Led a team of 4 recruiters for service delivery with P&L responsibility for Fintech & Edtech Sector
- Managed 12 clients across several sectors with a majority in Fintech & Edtech while closing 30+ entry to mid level positions and 2 senior hires.

HR Specialist
IBM India Pvt Ltd

05/2016 - 09/2017   *Bengaluru, India*

Achievements/Tasks

- Conceptualized and executed **T3Talk** - a monthly online training program to increase adoption of tools to make employees more productive
- Supported the development & execution of **Equalitas** - A Classroom and theatre based training program to mitigate impact of biases in team environment
- Supported the delivery of **Leading With Digital,** a program for senior women leaders & Inclusive Role Model program pilot in India
- Program managed the **International Women's Day and Women History Month,** 2017 celebrations for India
- Created and administered employee experience survey for 750 women returning post maternity

SKILLS

Analytics   Coaching

Data Analysis

Employee Engagement

Employee Relations

Google Sheets

Human Resource Management

MS Excel   Problem Solving

Program Management

Python   Recruiting   SQL

Training

INTERESTS

Coding   Photography

Reading   Video Games

Writing