V.V.R. CHANDHRAN 6379164824 / 9962188538 vvrchandhran13@gmail.com Bangalore, India

GIT HUB LINK: HTTPS://GITHUB.COM/VVRCHAND

Results-oriented Recruitment professional with 9+ years of experience building and managing high-performing teams. Proven track record of sourcing and attracting top talent across all levels (Leadership, Lateral, Junior) within diverse sectors (BFSI, Engineering, IT, Aerospace, Automotive) and regions (India, US, APAC). Skilled in data analysis (Excel, Power BI) for optimizing recruitment processes and driving successful hiring outcomes.

Professional Summary:

- **9.5+ years of Experience** in Global IT & Engineering recruitment with strategic sourcing IT and Engineering Consultants utilizing standard tools such as internal database, job boards, and referrals.
- Has experience in Volume hiring / Contract staffing.
- Has experience in **Stake holder management.**
- **Have recruiting experience in Industries like BFSI, Semiconductor, Insurance, Aerospace, Food and Beverages, Pharmaceuticals, Ecommerce**.
- **Recruitment tools used;** Naukri, Monster, LinkedIn, Google, Job Street, Jobs dB.
- **Regions Handled:** Domestic – (PAN India), Middle east, **APAC** (Malaysia, Philippines, Singapore & Australia)
- Has working experience in **ATS Tools – Taleo, Workday**
- **Has experience in Involving with Campus Hiring when working with DXC (Computer Sciences corporation).**
- Knowledge of developing Resume parser using python to understand the profile fitment as per JD.

EDUCATIONAL QUALIFICATIONS:
BSc (CHEMISTRY) – ST. JOSEPH'S COLLEGE, TRICHY, India - 2006 –2009 – **Grade (58%)**

12th – A.K.T. Academy Matriculation Hr. Sec.School, Kallakurichi, Villupuram Grade **(70%)**

10th – A.K.T. Academy Matriculation Hr. Sec.School, Kallakurichi, Villupuram Grade **(75%)**

Certifications:

- Excel with LinkedIn Recruiter Assessment – LinkedIn – Feb 2022

- Naukri Maestro Certification – Naukri.Com – Sep 2023

- HR Analytics Professional – Vskills – July 2023

- Introduction to Data Analysis using Microsoft Excel – Coursera – Sep 2022

- Managing Project Stakeholders – LinkedIn – Jul 2020

- Hirist Tech Recruitment – Hirist.tech – Oct 2020

Professional experience:

Abeyaantrix Solution Pvt Ltd:

Recruitment Lead – Aug 2023 – Till date.

Managing Domain Requirements Across Regions:

- Oversee recruitment processes across multiple domains including Aerospace, Engineering, and IT.
- Managing recruitment activities across regions such as India, the US, and Canada, ensuring consistency and alignment with local requirements.

Team Management:

- Lead and manage a team of 6 recruiters, including 2 senior and 4 junior recruiters.
- Providing mentorship, performance feedback, and ensure the team achieves recruitment goals across different regions.

Recruitment Framework Development:

- Involved in Building recruitment framework strategies from scratch.
- Develop and implement process flow charts for recruitment to optimize efficiency.
- Frame and enforce compliance policies to ensure adherence to local regulations and industry standards in different regions.

Stakeholder/Client Management:

- Responsible to Act as the primary liaison for stakeholders and clients across regions, ensuring their recruitment needs are met effectively.
- Foster strong relationships with stakeholders to facilitate seamless recruitment processes and address any issues proactively.

Handling Multiple Positions:

- Manage the recruitment of 15+ positions simultaneously across various regions, balancing priorities to meet diverse needs and deadlines.

Strategizing Sourcing Methodologies:

- Responsible to Develop and implement sourcing strategies tailored to niche requirements, using advanced techniques such as:
- Recruit'em for X-Ray searches.
- Conducting reference campaigns to leverage networks.
- Enhancing employer branding to attract top talent in different regions.

Reporting and Analytics:

- Build, maintain, and share comprehensive recruitment reports using tools like Excel and Power BI.
- Use data analytics to gain insights into recruitment processes and make informed decisions for continuous improvement.

UST Global:

Lead I Recruitment: June 2022 – July 2023

Clients handled: Walmart, Bosch, HPE, Dell, SVB

- Handling End to End Recruitment Activities across India.
- Managing SAP Requirements across verticals. Participate in Global calls to understand active requirements and classify them category wise like (P1, P2 etc.,)
- Managing weekend and weekday interviews and sharing the pivot reports to respective stake holders.

- Hired candidates for Various SAP Roles like (SAP ABAP, SAP SD, SAP MM, SAP PP, SAP EWM etc.,
- Interacting with Practice and WFM team to understand on Forecasting demands and making sure suitable profiles are shared in TAT.
- Driving vendor engagement by effectively communicating project requirements.
- Maintain vendor compliance by ensuring timely submission of required profiles.
- Contribute to vendor performance evaluation by reporting profile-related issues.
- Interacting with Sourcing team on regular basis to make sure profiles are shared across requirements if its niche requirements making sure MI are shared and keep stake holders informed about challenges.
- Publishing reports for Active requirements on a Biweekly basis and making sure there is no escalation for active requirements.

Achievements:

- Participated in NXG leadership event and reached top 5 finalists.

Hexaware technologies:

Senior Executive: July 2021- March 2022

Clients handled: EY, Northern trust, Inchcape, IQVIA etc,

- Taking care of complete End to End recruitment activities for India Region
- Handled 30 requirements on monthly basis and closed positions according to priority.
- Involved in Managing the vendor communication process, including sharing project requirements.
- Oversee vendor profile collection and verification.
- Escalate vendor profile-related issues to the vendor management team for resolution.
- Managing weekday and weekend interviews. Sharing reports to respective stake holders.
- Handled Requirements like Data Engineer, Data Analyst, MSBI Developers, Python, Devops, Big data etc.,
- Participate in Global calls across different verticals to understand Active requirements from Stake holders and Sharing MI for Niche requirements to Stake holders.
- Interact with Sourcing team and make sure profiles are shared for every requirement in TAT.

Pan Asia Resources / Real time HR Resourcing pvt ltd

Senior Recruiter: July 2019 – Oct 2020

- Responsible for End-to-End recruitment activities for APAC and India regions.
- Experienced in Handling recruitment across Australia regions for Staffing positions.
- Participate in global calls to understand active requirements and publish reports for Active requirements to Account managers.

Adecco Group India

Sr. Consultant, Sept 2018 Till – July 2019

Clients handled: PayPal, NTTData, CTS, Apple, GE, Textron, Wipro etc.

Have worked on Domestic (India) requirements and supported for some of Middle east hiring.

Infinite Computer Solutions

Executive - Jan 2016 – Aug 2018

Clients Handled: Verizon, Xerox, Western Union, Nokia

DXC Technology Formerly known as CSC (Computer sciences corporation) **- Chennai, India Sept 2014-Nov 2015 (Present DXC Technology)**

Désignation : Professional Recruitment 1

Lorven Technologies- Nov 2013-Aug 2014 Location : T. Nagar Chennai

Designation: Sr. US IT Recruiter

PERSONAL PROFILE

Date of birth	:	09.03.1989
Sex	:	Male.
Nationality & Religion	:	Indian & Hindu
Languages Known	:	Tamil, Telugu and English.
Current Location	:	Bangalore (Ramamurthy Nagar).

Conclusion:

Here by I conclude that the above information is true to the best of my knowledge.

VVR Chandhran