# Curriculum Vitae

**Gurujuwada Vishal**

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Summary:

Dynamic Technical Recruitment Specialist with 10 years of progressive experience in US Staffing, Federal Contract Recruitment, and Talent Acquisition. Proven expertise in driving end-to-end hiring strategies for federal programs and commercial clients, with deep exposure to W2 hiring (US Citizens, Green Card Holders, H1B Transfers) across IT and emerging technologies.

Strong background in federal hiring compliance (OFCCP & EEO), ATS/VMS-driven sourcing, and cleared professional recruitment (Public Trust, Secret, Top Secret). Adept at collaborating with program managers, delivery teams, and stakeholders to align staffing strategies with business needs, accelerate time-to-hire, and maintain quality benchmarks.

Recognized for building long-term client partnerships, candidate pipelines, and high-performing recruiter teams. Skilled in leading cross-functional recruitment initiatives, mentoring teams, and ensuring seamless hiring operations while consistently delivering in high-pressure environments.

Core strengths include Recruitment Strategy, Federal Contracts Staffing, Client & Account Management, Compliance, Candidate Engagement, and Team Leadership.

**Professional Experience:**

**NetVision Resources**                                                                                           **Aug 2024 to Present**
**Lead Recruitment (Federal Contracts)**

- Drive end-to-end recruitment lifecycle for federal contract positions, ensuring compliance with client, state, and federal hiring regulations.
- Partner with program managers, delivery teams, and hiring managers to define staffing requirements and deliver tailored recruitment strategies.
- Source and engage cleared professionals (Public Trust, Secret, Top Secret) and technical talent through job boards, VMS portals (Ceipal), networking, and niche platforms.
- Manage requisition pipeline, prioritize critical roles, and ensure timely fulfillment of federal contract staffing needs.
- Build and maintain a talent pipeline for key federal skill sets (cloud, cybersecurity, data, enterprise applications).
- Collaborate with leadership to forecast staffing projections and support proposal recruitment for new federal bids.
- Lead recruiter teams by assigning requisitions, mentoring on compliance-driven sourcing, and monitoring performance metrics.
- Negotiate compensation packages while ensuring alignment with federal contract budgets and labor categories.
- Maintain ATS documentation and generate weekly/monthly recruitment reports for leadership and client audits.
- Ensure strict adherence to OFCCP, EEO, and client-specific compliance requirements throughout the recruitment process.

**ComTec IT Services India Pvt. Ltd.**
**Sr Technical Recruiter/Account Manager**                                                        **July 2023 to June 2024**
**Roles & Responsibilities:**

- Develop and implement recruitment strategies that align with the organization's goals and needs. This involves understanding the company's workforce planning and talent requirements.
- Lead and manage a team of recruiters & handled energy utility domain clients, providing guidance, coaching, and support to ensure they meet their targets and maintain high standards of recruitment.
- Oversee the sourcing of candidates through various channels, including job boards, social media, employee referrals, networking.
- Develop and implement effective candidate assessment processes, including interviews, technical evaluations, and behavioral assessments. Ensure that the evaluation criteria align with the company's culture and values.
- Collaborate with other departments to ensure a seamless onboarding process for new hires. Facilitate their integration into the company culture and their respective teams.
- Build and maintain relationships with potential candidates, even if they are not selected for immediate roles, to create a pipeline of talent for future hiring needs.
- Provide training and development opportunities for the recruitment team to enhance their skills and stay updated on industry best practices.

- Continuously assess and improve recruitment processes to ensure they remain efficient, effective, and in line with the organization's strategic objectives.
- Maintain accurate records of recruitment activities, compile reports on recruitment metrics, and provide regular updates to senior management.

**Judge India Pvt. Ltd.**
**Lead Technical Recruiter**                                                                              **Sept 2022 to July 2023**
**Roles & Responsibilities:**
- Take full responsibility for the entire recruitment process, including understanding client requirements, sourcing suitable candidates, conducting screening calls, preparing submission packages, scheduling interviews, and following up on post-interview feedback.
- Utilize the Edge Applicant Tracking System (ATS) to streamline recruitment, track requisition progress, manage job postings, and generate reports. Ensure accurate and up-to-date candidate information throughout the recruitment process.
- Proactively search for and source potential candidates using platforms like LinkedIn, Dice, and Monster, matching them with open requisitions.
- Assign requisitions to recruiters based on their expertise and workload to ensure timely and efficient handling of job openings.
- Review resumes, screen candidates, and conduct initial phone interviews to assess their qualifications, experience, and fit with job requirements and company culture.
- Build and maintain a network of potential candidates for future positions, ensuring a steady pool of qualified candidates.
- Schedule interviews, manage candidate communications, coordinate background checks and reference checks, and ensure a smooth onboarding process.
- Ensure compliance with relevant procedures, code of ethics, and internal policies throughout the recruitment process, including proper documentation and record-keeping in the ATS.
- Generate reports on recruitment metrics, such as Monthly Business Reports (MBR), Weekly Reports, sources of hires, and candidate onboarding status, to assess the effectiveness of recruitment strategies and make data-driven decisions.
- Maintain regular communication with onboarding candidates throughout the recruitment process, providing updates, answering inquiries, and ensuring a positive candidate experience.
- Facilitate the feedback process by following up with hiring managers after interviews, gathering interview debriefs from candidates, and sharing them with relevant stakeholders (Account Managers & Delivery Managers).

**mRoads India Pvt. Ltd.**
**Sr. Technical Recruiter/Recruitment-Lead**                                                            **Sept 2017 to Aug 2022**
**Roles & Responsibilities:**
- Created and managed a candidate network with a wide variety of IT skills.
- Conducted interviews and pre-screened candidates via phone, emailed job descriptions through our ATS Panna, and checked their availability, communication skills, and work experience against requirements.
- Understood position requirements and job orders by accessing ZeroChaos for the client Toyota Financial Services, Beeline for client Hilton to distribute job requirements to the team.
- Relied on strong communication skills, people networking abilities, aggression, and customer orientation for success in the role.
- Worked with and placed candidates at companies like Toyota, Intuit, Future Wei (Huawei), and 7-Eleven.
- Maintained relationships with consultant's post-placement, assisted with contract forms, and ensured timely submission of timesheets.
- Worked with IT consultants of various experience levels in areas such as .NET, Java/J2EE, Oracle, SAP, mainframes, and testing tools.
- Used various IT job portals like DICE, Monster, Tech Fetch, indeed, and employer lists to screen suitable candidates.
- Sourced candidates from LinkedIn Passive Search and Google Boolean search.
- Maintained a database of consultants and vendors.
- Sent matching profiles as per client requirements and obtained accurate feedback regarding shortlists and interview requests.
- Posted and maintained job listings on job boards and social media sites.

**Talent Hunting**                                                                                        **Nov 2021 to Aug 2022**
- Led the team in addressing the hiring needs of SOW projects for a reputed client in India.
- Focused on hiring for QA Center of Excellence and DSS SOW projects, targeting Quality Assurance Engineers and IT Support Engineers, Desktop Support and Network Engineers.
- Conducted preliminary screening of potential candidates to assess their suitability, attitude, academic and professional qualifications, experience, and communication skills.

- Coordinated with the US-based interview panel to schedule interviews, conduct post-interview follow-ups, and gather feedback.
- Managed social media recruitment, effectively utilizing LinkedIn and Recruitem.net for sourcing candidates on platforms like Twitter, GitHub, and Stack Overflow.

**Vayu Solutions Pvt. Ltd**                                                                                        **2015-2017**
**Galaxy soft Pvt. Ltd Acquired Vayu Solutions Pvt. Ltd**
**Technical Recruiter**                                                                                    **Sept 2016 to Sept 2017**
**Roles & Responsibilities:**

- Worked with H1B, USC, and GC candidates, as well as third-party and direct client requirements.
- Coordinated daily with candidates and vendors for requirements.
- Submitted bench consultants' resumes to vendors using CATS One ATS.
- Collaborated with the sales team, coordinating with vendors daily.
- Negotiated rates.
- Primarily responsible for sourcing, interviewing, and hiring IT professionals for multiple projects and assignments in the IT services industry.
- Worked with IT consultants of various experience levels in technologies like .Net, Java/J2EE, Oracle, SAP, PeopleSoft, data warehousing, mainframes, and testing tools.
- Posted jobs and consultants' resumes on job boards.
- Negotiated contract terms with consultants, including Corp to Corp, 1099, and Contract-W2.
- Used various IT job portals such as Monster, Dice, indeed, and LinkedIn to screen suitable candidates.
- Responsible for getting Purchase Orders (PO) and Master Service Agreements (MSA) signed by vendors.
- Prepared weekly reports in MS Excel.

**Vayu Solutions Pvt. Ltd**
**Technical Recruiter**                                                                                    **May 2015 to Sep 2016**
**Roles & Responsibilities:**
- Responsible for searching and recruiting candidates on various skills set as per the job specifications.
- Searching resumes in various US Job Portals (Dice, Monster, Career Builder, etc.)
- Understanding the Visa Status (GC, US Citizen, H1B, OPT and CPT)
- Posting vacancies on portals like craigslist, GA jobs.com, indeed, etc. Match the profile of the candidate on technical and non-technical grounds.
- Using the CATS one, Conrep (applicant tracking System) to maintain the candidate database regularly.
- Responsible for negotiation, paperwork validation and closed candidates for assigned requisitions.
- Responsible for editing and formatting resumes matching consistency and giving visual and technical perfection to them for presenting it to clients.
- Maintaining the supplier accounts through VMS portals, administering the supplier statistics, attending the supplier conference calls on a weekly basis.
- Submitting the candidates through VMS portals (Vendor Management System) like Fieldglass, Zero chaos, and IQ navigator.
- Negotiating salaries with candidates and pay rates with subcontracting companies to close the position.
- Arranging client interviews and completing required paperwork if candidate gets selected for the position.
- Maintaining Candidate/Vendor relation on the progress of submits' s made, Interview Coordination and taking care of the joining formalities.

**Clients worked with:**

- Samsung Electronics
- SSA (Social Security Administration)
- PSE&G
- Entergy
- Peraton
- First Energy
- Commonwealth of Massachusetts (CMA)
- Wells Fargo
- Verizon

- 7-Eleven
- Hilton Worldwide
- Marriott
- Toyota Motors
- Intuit
- HBITS (Hourly Bases Information Technology Services) State of New York
- Xerox (ACS)
- Future Wei (Huawei Technologies)

**Certifications & Training:**
Tech Recruitment Certified Professional by DevSkiller

Tech Recruitment+ Certified Professional by DevSkiller

**Academic Profile:**
Bachelor of Technology in Computer Science Engineering, 2013
Sree Dattha Institute of Engineering and Science, Hyderabad

Place: Hyderabad