



Vinay Nareshsingh Thakur
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PROFESSIONAL SUMMARY:

Strategic Talent Acquisition Professional with 17+ years of experience across multinational corporations, product-based companies, professional services, and startups. Expertise spans end-to-end recruitment, including manpower planning, budgeting, employer branding, DE&I, campus and leadership hiring, stakeholder management, and technology integration. Proven track record in building and scaling global Talent Acquisition, HR Operations, and Employee Life Cycle (ELE) teams, driving business growth and operational excellence.

CORE COMPETENCIES:

- Talent Acquisition • Strategic Planning • Leadership Hiring • Business Intelligence & Analytics • Metrics & Cost Optimization • Transitions & Implementations • People Management • Business Intelligence & Analytics • Campus Hiring & Employer Branding
- Operational Excellence and Automations.

PROFESSIONAL EXPERIENCE:

Senior Manager – Talent Acquisition | Altir India Private Limited (Product-Based, Startup) Oct 22 – Aug 23

- As the appointed Talent Acquisition Lead at Altir's Hyderabad center in 2023, I took on the significant responsibility of independently managing the center while leading critical hiring engagements across diverse industry verticals.
- My primary focus within the technology space, encompassing Engineering and Cloud technologies, allowed me to establish collaborative partnerships with top-tier technology leaders. Together, we worked on driving and implementing process improvement measures aimed at optimizing the entire talent acquisition life-cycle.
- Led the development and deployment of regional talent strategies to attract and secure top talent for diverse roles across the organization.

Achievements:

- Reduced joining TAT from 123 to 66 days and cut the new hire failure rate from 26% to 11% through the 6*6*6* week program.
- Built alternate Talent acquisition channels for hiring qualified talent from Tier 2/3 cities.

Senior Manager – Talent Acquisition | Mobiquity Softech PVT LTD (Unit of Hexaware) Oct 21 – Oct 22

- Implemented an impactful career website, employee referral, and internal job posting (IJP) policies, increasing the alternative talent pool by 20%.
- Led talent branding events in India, connecting future graduates with senior leaders, and enhancing candidate experience.
- Managed a high-performing team across multiple regions, ensuring alignment with global business objectives. Optimized recruitment processes, reducing time-to-hire and enhancing candidate engagement.

Achievements:

- **Ace Award:** Achieving over and above On Boarding of 500 MOBSTERS in India Offices.
- Established a centralized sourcing team, achieving a 62% reduction in manpower consultant costs.

Solution Leader – Talent Acquisition | Brane Enterprises PVT LTD (Product-Based, Startup) Mar 19 – Jun 21

- Onboarded 645 leaders across Technology and Non-Technology roles, achieving 95% direct sourcing and referrals with a 70% joining conversion in one year. Increased gender diversity from 7% to 18% over two years by restructuring teams and driving gender-diverse hiring initiatives.
- Championed the virtual hiring event in this COVID19 situation by developing key relationships with placement officers of premium learning institutes like (INSOFE, Great Lakes, Imarticus and etc), vendors and internal sourcing / recruiting to develop a robust pipeline of candidates against the targeted requirements.
- Successfully placed C-suite (Leadership Hiring) and senior executives in critical roles, significantly contributing to the company's strategic growth. Developed and executed leadership hiring strategies, aligning with organizational goals and ensuring the acquisition of top talent.

Achievements:

- Designed and implemented the company's Employee Referral and IJP policies as well as reviewed and made changes to other existing policies.
- Spearheaded Talent Branding Events across India by inviting future graduates, experienced hires, and offer accepted candidates for Meet or Greet sessions with CEO, CHRO, and Business Leaders involvement addressing Q&A.

Assistant Manager – Talent Acquisition | Deloitte Consulting India PVT LTD**Nov 13 – Jan 19**

- **Global Talent Acquisition** - Instrumental in setting up Talent Acquisition Global Business Service at Hyderabad ground up supporting 5 countries with diverse delivery from Sourcing to Onboarding. Worked on Process reengineering to make the Deloitte Consulting Global Talent Acquisition Team Faster, Better, and Stronger. Collaborated closely with Talent Acquisition leads and stakeholders from multiple countries, including India, USA, Canada, UK, Netherlands, and Belgium, to transition work, establish sustainable processes, and build effective ways of working. Partnered with Rewards, HRBPs, Finance, COE, IT, and Global HR Operations teams to align strategies with Deloitte's global agenda on diversity, source mix, and talent acquisition. Defined operational standards for the team, implementing rigorous checks and measures to ensure seamless deliverables within agreed timelines.
- **Operational Excellence & Vendor Management:** Effectively led comprehensive vendor management across PAN India and APAC, overseeing the evaluation of 25 vendors and driving key staffing initiatives. Launched the Contractor Orientation Program (COP) and integrated ARIBA for streamlined contractor management.
- **As a Lead for Employee Life Cycle Events (ELE) Practice** at Deloitte, efficiently managed separation, transfers, and compliance processes with a high degree of accuracy. Conducted in-depth attrition analysis, delivering monthly dashboards with actionable insights to senior management, driving informed decision-making and strategic workforce planning.

Achievements:

- Received Award for outstanding value to clients. • Award for evolving and innovating to capture new opportunities • Award for achieving 33% above the hire targets during Q1. • Award for seamless support and building the TA / Recruitment team for Non IT team, with this I was also able to expand the scope for GTS Service Line

Senior Analyst – Sourcing & Recruitment | Deloitte Support Services India Pvt Ltd**Jan 10 – Oct 12**

Sourcing and COE – Partnered with recruiting leads and business leads in formulating talent strategies and hiring plans to fulfil the order board requirements with a strong focus on ROI, KPI, and MI. In charge of ensuring the seamless planning and execution of weekday and weekend recruiting events across locations. Lead the sourcing team specializing in sourcing for both niche and vanilla skills.

BA&I role – Partnered with service line leads to prepare and publish dashboards on the overall candidate pool, skill-wise and location-wise analysis, offer decline ratio, interviewer-wise rejection ratio, source mix, vendor & referral contribution, hiring exceptions, etc. Played the role of a trusted advisor to business, armed with an in-depth understanding of the talent market and trends, anticipating future developments that may impact our ability to attract and hire top talent.

Achievements:

- Received Award for outstanding value to clients exceeding the productivity targets by 16% and topping the charts for highest value offers produced by US Passive Sourcing Team. • Award for streamlining the US Passive and Active sourcing group • Award for delivering exceptional client centered performance for closing on super niche positions on time and driving quality.

Account Manager – Recruitment | CAT Technologies, Inc (US-Based Recruitment Agency)**Jan 07 – Dec 09**

- Managed key accounts and led recruitment projects, ensuring high levels of client satisfaction and delivery within budget and timelines. New vendor/agency empanelment and evaluating methods for successful hiring and deployment. Lowered fee percentages and decreased dependency on outside recruiters resulting in 80% of hires made with no fees
- Nearly tripled the number of hires from 2008 to 2009.

Achievements:

- Awarded trip to Malaysia “Achiever’s Club” for outstanding performance in FY08

GOOD TO KNOW: Lead the Solapur Cricket Team at University and State Level. • Participated in Ball Badminton at National Level. • Participated in Athletics at State Level. • Won 3 consecutive Gold medals in for the Deloitte Corporate Cricket Team at All Hyderabad Corporate Level Tournaments.

CERTIFICATIONS: AIRS Certified in 2010. • Certified from Deloitte University affiliated course by Harvard Business School on “Leadership Essentials & Management Essentials”

EDUCATION: 2010 MBA (HR), Bharathiar University, India • 2008 Bachelor of Commerce, Solapur University, India.