

Omkar Thorat

MBA-Human Resource

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📍 Nashik Maharashtra - 422009

Looking for a position to kickstart my career in the Human Resource Management. I wish to work in a dynamic organization that will contribute to my professional and personal growth while I contribute to the growth of the company as well as engage in opportunities to further the company's goals.

Experience

ESDS Software Solution Ltd | Junior Executive – [Talent Acquisition]

Dec 2023 – Present

Spearheaded end-to-end recruitment lifecycle for ESDS Software Solution Limited, encompassing business requirement analysis, market trends, candidate sourcing, screening, interview orchestration, salary negotiation, and offer management to align with diverse technology and domain needs.

- Executed meticulous requirements gathering and orchestrated strategic recruitment planning.
- Maintained comprehensive records of incoming requisitions, validated against internal talent pools with Resource Management Group collaboration, and projected recruitment needs to support business objectives.
- Leveraged multiple recruitment channels including job boards, employee referrals, professional networking, direct postings, and headhunting to attract top talent.
- Coordinated interview processes and generated offer letters using the HRMS portal.
- Implemented rigorous candidate follow-up protocols to ensure a 100% on-boarding rate for new hires.
- Produced detailed management reports to track recruitment metrics and outcomes.
- Actively participated in hiring managers discussions to gain in-depth insights into immediate requirements, optimizing the recruitment strategies.
- Empowered with the best talent acquisition team, who always mentored me with the best TA Practices for recruitment and employee experience to meet the recruitment targets.

ESDS Software Solution Ltd | Trainee - HR [Talent Acquisition]

May 2023 – Nov 2023

- Collaborating with senior recruiters to source and screen potential candidates, actively contributing to the end-to-end recruitment process.
- Assisted in maintaining applicant tracking systems, ensuring data accuracy and compliance with recruitment policies.
- Engaged in various cultural initiatives, promoting diversity and inclusion within the workplace.
- Actively participated in learning and development programs, facilitating employee training sessions and workshops.
- Supported employee engagement initiatives, organizing events and activities to foster a positive and collaborative work environment.

ESDS Software Solution Ltd | HR Intern

Sep 2022 – Nov-2022

Education

- **Master of Business Administration - HR**
Pune University | Ashoka Business School
SGPA: 8.55 (First Class with Distinction) *Completed in 2023*
- **Diploma in Industrial Psychology**
Pune University | LVH Law College
Percentage: 75% (First Class with Distinction) *Completed in 2023*
- **Diploma in Labour Law & Labour Welfare**
Pune University | LVH Law College
Percentage: 59.55% (Higher Second Class) *Completed in 2022*
- **Bachelors in Computer Science Pune University**
PCMCS College
SGPA: 72.40% (First Class with Distinction) *Completed in 2021*

Skills

- MS – Office: Word, Excel, PowerPoint
- Communication
- Decision-Making
- Teamwork and Collaboration
- Leadership Qualities
- HRM Knowledge
- Active Listener
- Critical Thinking

Training & Certifications

- Payroll & Salary Management.
- HR recruiter Training Course with certification.
- HR Generalist & Payroll (Online Training and Certification).
- HR Analytics Training Course with Certification.
- Talent Acquisition Training Course with Certification.
- MS Excel advanced Training.
- Interview Cracking Skills Course with Certification.
- UDEMY Global MBA online course.

Achievements & Awards

- **Rising Star of the Year 2023 [ESDS]**
- Secretary Student Council Committee.
- Student Member of Elite Cub. (Meritorious Student)
- Student Representative of Vyavkittva Club of Ashoka Business School.
- Member of ISR Group and Placement Cell of Ashoka Business School.
- Organized various Cultural and Sports Events.
- Ranked 1st at NSE - 75th Azadi ka Amrit Mahotsav - Debate Competition.
- Certificated with District Level Competition in SWAR-RANG under SPPU for Dance & skit competition.
- Participated in College Level Management Case Study Competition.
- Participated in INDRADHANUSH (Mega Cultural Event) at Ashoka Business School.