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| Naga A nagamalli1125@gmail.com  +91- 9032377331/9966642718(Whatsapp) **LinkedIn URL:** <https://www.linkedin.com/?trk=nav_logo>125**Talent Acquisition & IT Recruitment Leader and HRBP with 8 of experience in Strategy Planning, Business Development Talent Acquisition, Learning & Development, Campus hiring and Team Management across IT domains** |
| **Executive Profile*** Successfully led **top(Leadership) & middle level and niche recruitment** across varied skills, levels, disciplines and geographies through diverse channels, job portals, networking, employee referrals & head hunting in software companies
* Succesfully implemented Agile menthodology in Recruiting
* Hands-on experience in managing sourcing through **Naukri.com, Monster.com, Time jobs, Jobstreet, Monster SG, X-ray Search LinkedIn, Slideshare, Twitter, Facebook.**
* Expertise in **collaborating with stakeholders in assigned service areas, business unit/service lines** for ascertaining talent needs, business strategy, manpower projections and hiring candidates using cost-effective techniques
* Successfully managed various **National BUs** (Fusion(Cloud), EBS, Seibel CRM), **Global Business Units** (IAAS, PAAS, SAAS, EAS, Cloud) and **International Bus.**
* Worked with the **IT team to develop and implement a recruitment tool** to track targeted recruiting metrics to provide the executive committee with talent management overviews of key patterns, trends and concerns.
* **Effective leader with excellent motivational and employee engagement skills** to manage virtual, multi-geographic and culturally diverse teams and sustain growth momentum while motivating peak individual performances
* Played a key role in campus hiring and palced more than 100+ fresh talent per year.

**Honours & Awards*** Outstanding performer of the Year Award from Sunera CEO in 2019
* Honoured with Special Recognition Award, Helping Hand Award Cloud infra BU-2018
* Outstanding Recruiter of the Year Award in 2014, 16 & 17(Kaarya & Suneratech)
* Achieved 5 Semesters toper in B.C.A Batch.
* Achieved 1st prize in Essay writing competition.
* Achieved Best Volley Ball Player Award in JKC.
* Participant award in management seminar.
* Achieved 3rd prize in Hindu Dharma prachara parishath Exam.
* Achieved Consolation prize in Energy Conservation Seminars.

 **Education & Credentials*** **PGDITM in HR-AIMA(All India Management Association)** with First Class
* **BCA.** from -JKC(Autonomous)-Gold Medalist
 | **Key Impact Areas****Recruitment Strategy Planning**

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|  | **Talent Acquisition & Mapping, Campus Hiring** |
| **Competency Based Fitment** | **SLA /TAT -Stakeholder Management** |
| **Team Building & Leadership** | **Process Improvements, Best Practices** |
| **Sourcing, Screening & Selection** | **Budgeting & Cost Control**  |
| **Employee Relations** | **Advertisement / Web Planning** |

Soft SkillsSoft SkillsCommunicatorAnalytical Decision-makerMotivator |
| **Professional Experience** **Since Aug’15: Sunera Technologies(Oracle Platinum Partner), Hyderabad as Talent Advisory Manager-HR(Team size-8 Members)****Key Result Areas:*** Managing **end-to-end recruitment life cycle** across **IT product Development & Cloud team** in India.
* Conceptualizing the **recruitment strategies** aligned with BU goals to achieve the recruitment numbers
* Spearheading the **Recruitment Lifecycle** as well as R&D with a team size of 3 Sourcers and Schedulers
* Collaborating with **Project Managers, Hiring Managers, Leads and Technical Panel** to understand the strategy & talent needs and preparing **annual reports**
* Supervising the process of **sourcing & screening at offshore & client site locations;** evaluating the fitment in terms of responsibilities, compensation & notice period, scheduling the interviews and following up with stakeholders for feedback
* Striving **operational excellence** by simplifying, standardizing and centralizing the recruitment processes; working on reducing time-to-fill, cost-per-hire and increasing quality of hire
* Optimizing **most cost effective throughput** from the channel mix of resourcing; **ensuring right mix of hires** through all source with end-to-end design of on-campus / off-campus recruitment drives
* Analysing the **periodic recruitment & attrition reports** for controlling attrition and assisting the decision-making at stakeholder level
* Maintaining **healthy relationships with hiring managers** (internal and client) by interacting with them to determine the skills and qualifications for their needs
* Keeping a track of **weekly submittals and motivating the team** to achieve better targets and performance

**HRBP for Meritor, Exterran & K12- Key Result Areas:*** Establishes and leads the standard recruiting team and hiring practices and procedures necessary to recruit and hire a superior workforce.
* Conducting periodic surveys to measure employee satisfaction and employee engagement.
* Directing preparation of information required for compliance, acting as primary contact with the company employment law and government agencies, ensuring employees are registered and prompt payment under statutory compliances
* Managing employee communication and feedback through via company meetings, suggestion programs, employee satisfaction surveys, newsletters, employee focus groups and one-on-one meetings
* Monitoring the organization's culture to support the attainment of the company's goals and promoting employee satisfaction in the organisation
* Identifying opportunities for improvement and implementing new HR programs through staff; developing annual budget including services, and employee recognition
* Utilizing HRIS system to eliminate administrative tasks, empower employees and meeting targets of the organization; leading the implementation of the performance management system
* Identifies and monitors the organization's culture so that it supports the attainment of the company's goals and promotes employee satisfaction.
* Documents of agreement for mergers and acquisition, partner on board.
* Partner with business on workforce planning, succession planning, and skills assessment
* Review and analyze data to identify trends and recommend solutions to improve performance, retention strategies.
* Work with P&L heads and employees to address issues and ensure a balance in representing all parties' interests.
* Defining trends and metrics in partnership with the HR group to develop solutions, for programs and policies.
* Partner with managers to retain, develop and motivate people to achieve their fullest potential.
* Working with technology groups to assess, create and implement innovative solutions for employee engagement initiatives
* Provide ongoing support to the leadership team on human resources related practices.

**Highlights:*** Developed **Performance Management System and Career Development Programs**, established in-house employee training system to address training needs**, and leadership development**
* **Led and implemented Standard Recruiting Team** and conceptualized hiring practices & procedures to **recruit and hire a superior workforce for operational excellence**

Redesigned the **company’s wage and salary structure, pay policies and variable pay systems** including bonuses to determines & recommend employee relations and ensured a positive employer-employee relationship.**Previous Experience** **Apr’14 to Jul’15: Sage IT, as Sr Technical Recruiter****Jan ’14 to Jul’14: Kaarya Consulting****Hyderabad as Technical Recruiter****Key Result Areas:*** Managed **IT Requirements including** resume search, screening and sourcing the candidate’s profiles, arranging interviews, continuous follow-up, salary negotiation and so on
* Conducted **preliminary rounds (Written Test, Initial HR round) at colleges for trainees position**

**May’ 12 to Dec’ 13: Merollam Consultancy Services., Hyderabad as Recruitments-Executive** **Key Result Areas:*** **Recruited talent through various sources** including internet (Job Portals), advertisements, referrals and networking (through Google groups and Orkut communities)
* Liaised with **technical panel in arranging the technical interviews**

**Profile: Top Management profiles** including Director Development, Development Manager, Program Manager, IT Services Operations Manager **Other Profiles:** Microsoft Technologies, Sun Technologies, testing tools and ERP (Oracle, SAP)**Clients:** Oracle India Pvt. Ltd, Invesco, Wipro, HP, K12, Techrains, Techno Brain. * Personal Details

**Fathe :Hari Babu****Languages Known:** Telugu , English**Address:** Malakpet, Hyderabad**Location Preference:** Hyderabad |
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