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| Naga A  [nagamalli1125@gmail.com](mailto: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**   |  |  | | --- | --- | |  | **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 Skills    Soft Skills  Communicator  Analytical  Decision-maker  Motivator |
| **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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