

OBJECTIVE

Seeking an opportunity in an organization where I can further enhance my learning through the application of knowledge gained in my institution. I like to accept new challenges, solve problems, come up with new ideas by working in teams and contribute towards the growth of the organization.

CAREER SUMMARY

- A dedicated and enthusiastic Human Resource professional having around 5+ years of experience. I am a highly adaptable professional with experience in varied industries like Product based, Information Technology, Consulting industry.
- Skilled in strategic Talent Acquisition, Employer Branding, Leadership search across function, Talent advisor, Campus Hiring, Recruitment Drives, Stakeholders Management, Talent Mapping, Compensation Benchmarking, Employee Engagement, Onboarding, Induction.
- Successfully placed Leadership positions, Full Stack Software Engineers/Architects, Java Developers, Data Scientist, Big Data Developer, Machine Learning Scientist, Devops Technology, Database Developers/Administrators, Technical Program/Product/Project Managers, Development Managers, and Business Analysts.
- Experience working in Product based organization and providing Candidates for Amazon, American Express, Apple, Cognizant and other key startups.
- Increased the productivity and results of the team every quarter and year.
- Have received several appreciations and success stories from management and Clients.
- Possess strong technical/business and understanding of technical requirements; deep sourcing skills from job boards and LinkedIn and other social media platforms and experience in sourcing passive candidates.
- Possess excellent knowledge of recruiting and hiring processes including sourcing, interviewing, reference checking, tracking, salary negotiations, and closing.
- A resourceful, solution-focused professional with excellent interpersonal and rapport-building skills.

WORK EXPERIENCE

Nielsen Executive Talent Acquisition

Feb 2019 to May 2020

- Drive and support all hiring efforts for setting up our Tech Hub in Chennai. Hired 30+ top talents for internal teams.
- Partnered with hiring managers and global technology HR Business Partner team to identify and understand key requirements and build a comprehensive recruiting strategy
- Build and maintain a pipeline of talent to fuel the hiring needs of the organization
- Partnered with business leaders to help strategize, execute, and attend technical events, including campus hiring, tech and meet-ups.
- Developed tracking systems, metrics, and reports to demonstrate successful lead generation of candidates throughout the different stages of candidate sourcing
- Regularly engaging with BU heads and HRBPs to understand the ongoing requirements.
- Developing & implementing the Recruitment strategy – Sourcing mix, talent mapping etc.
- Sourcing talent using various sourcing tools like job portals, social networking sites, a career website, training institutes, referral database, ATS (SuccessFactors), IJPs etc.

- Maintaining hiring metrics and leading global calls to update HR head, global BU leads, senior management & stakeholders on staffing progress.
- Conducting the HR round of interview for candidates across levels.
- Responsible for negotiating the salary package & sending the offer letter before closing any position.
- Coordinating with Admin & HR-Ops team to ensure the infrastructure arrangements of new joiners is complete.
- Driving and facilitating internal mobility and Employee Referral Program through internal job postings (IJPs).
- Driving the usage & know-how of SuccessFactors Recruiting Tool (ATS) and imparting the training across the team.
- Follow up with the offered candidates and keep track of their joining dates.
- Actively involved in Data Management like resume management & updating of the resourcing system, maintaining a database of potential candidates, interview feedback etc.
- Handling reimbursement and relocation claims of joined candidates.
- Ensuring smooth joining and initial handholding of the new recruits in the company.
- Involved in Employer Branding contacted with various vendors to conduct various meetups and hackathons both Internally and Externally.
- Successfully Facilitate and conduct Many External Meetup by partnering with External vendors.
- Successfully Facilitate and conduct Help Desk for Internal Employees to attract more Employee referral.
- Developed effective strategies for campus hiring, contacted placements offices in various universities / colleges for hiring students.

Scrum Master :

- Played as a Scrum master role for an entire Talent Acquisition team.
- Scheduling Daily scrum daily with the team and understanding the team actions & challenges.
- Maintaining Scrum Board for an entire team.
- Played as a bridge for Team members and Business.
- Understanding the strength and challenges of team updating with the managers and Global Leaders.
- Sharing weekly, Fortnightly and monthly dashboards of teams with Global leaders.

RINALYTICS ADVISORS

Feb 2015 to Jan 2019

Research Analyst

Rinalytics is a specialized executive search and executive research firm focused exclusively on Analytics and Risk Management leadership talent hiring cutting across the industry sectors.

ROLES & RESPONSIBILITIES:

Recruitment

- Talent Acquisition/Sourcing through Market/Talent Mapping, Industry Mapping, Head Hunting, Referencing, Data Mining, using job portals like Naukri, social & professional networking sites like Linked-In, Facebook, etc.
- End to end Technology Leadership Hiring Focused Exclusive in Analytics and Risk management for e-commerce, Product firms and VC funded startups, through online social networking tools and technology.
- Understanding the Recruitment Strategy for each requirement and selecting the suitable channel of recruitment.

- Sourcing and Screening resumes from Various Job Portals (Naukri, Monster), In-house Database, and Candidate Referrals.
- Familiar with sourcing profiles through Social media (LinkedIn, Twitter) and professional networking sites , Managing all recruitment related Databases.
- Interacting with candidates, doing initial screening. Understand their competencies & skill sets, making them understand their job role.
- Performing preliminary screening interview regarding education, employment, and salary.
- Coordinating with the candidates for the interview process and taking feedback from the technical panels. Regular follow-ups with the people to join on board.
- Being a single point of contact between the client and the agency, have managed the account of the client single handedly.

Domain / Analytics Exposures :

Big Data, Big Data Technologies, Algorithms, Java, Java framework, JavaScript, JavaScript Framework, Perl, Python , ETL Tools (Informatica, Tera-data, Micro strategy), Qlikview, PHP, Database Tools (Sql, Mysql), Machine Learning, Artificial Intelligence, Business Analytics.

Market Research/ Secondary Research

- Understanding client requirements with respect to the project's objectives, formats and approach.
- Gathering, analyzing market data and preparing reports, based out of Client requirements .
- Interpret data in a Spreadsheet, formulate reports and make recommendations.
- Making presentations of detailed reports on both powerpoint and word documents.

ACHIEVEMENT

Simply Excellence Gold Award of **Q2 2019**
Best Business Enabler of the year **2015-2016**.

STRENGTH

- Good Business Enabler.
- Strong communication and presentation skills.
- Excellent knowledge of MS Office (Power Point, Word, Excel, Paint).
- Strong analytical and critical thinking.

ACADEMIC QUALIFICATIONS

B.Tech - Mechanical Engineering - Kalasalingam University - 7.26 CGPA	2009-2013
Higher Secondary - SAM School - 76%	2007
SSLC - SAM School - 82%	2009

ACADEMIC PROJECT

Schwing Stetter India., pvt Ltd
Design and Fabrication of Drum Mounting Fixture

July 2012 to Nov 2012

Description:

- Designed & developed to Improve productivity with high quality in reduced Cost.
- Developed to reduce work time. Ensure safety for the employees.
- An attempt has been made to improvise the existing process of inserting the rope drum into the skip motor by introducing a hydraulic fixture method.

INDUSTRIAL EXPOSURE

- Undergone 9 days training at GRUNDFOS INDIA PVT LTD,CHENNAI.
- Undergone 6 days training at TVS RUBBER, MADURAI.
- Undergone 5 days training at Thermal power plant, Virudhachalam.

CO-CURRICULAR ACTIVITIES

- Passed BEC (Level B1) - language proficiency exam, Conducted by ESON Examination of University CAMBRIDGE.

TECHNICAL SKILLS

- Microsoft Office: Excel, Word, PowerPoint.

Personal details

Name : Karthee Ram R
Father's Name : Rahunathan R
Date of Birth : 30.03.1992
Sex : Male
Marital Status : Married
Languages Known: Tamil, English, Telugu

Declaration:

I hereby declare the above-mentioned information is correct up to my knowledge and I bear the responsibility for the correctness of the above-mentioned particulars.

Place: Chennai

Thanking You,
Karthee Ram