**Bhanu Chander**

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Hyderabad, Telangana, India

**Professional Summary**

Talent Acquisition Professional with total 6 Plus years’ experience in the Recruitment industry in different domains like IT Software Services, Extensive work experience on IT, requirements for Direct and Contractual hiring.

**Worked on Various Niche skills**

Worked on almost all technical positions including: Microsoft technologies, UI, Full Stack, Software Testing, RPA, Cloud, SAP all Module’s other complex positions like Manager, Lead, Architect, Positions.

**Core Qualifications**

* Understanding and analyzing the project manpower requirements in different skill set categories.
* Experience in Domestic Hiring (pan-India).
* Co-ordinate with stakeholders and Hiring manager for internal and external hiring process.
* Formulation and Implementation of Sourcing strategies.
* Using sourcing strategies like Referral generation, Direct Sourcing from Job portals
* Using Online Database (Job Portals) & Offline Database to find out “technically fit” resources.
* Posting of job on the job portals, websites, blogs and other discussion forums.
* Networking, Mass Mailing, Social networking sites so as to reach out to a maximum qualified pool of candidates.
* Call and email applicants and perform phone screens. Check references.
* Getting Feedback/updates about the candidate from the Client/ business panel and follow up with them on a regular basis.
* Coordinating interviews for the shortlisted candidate and scheduling interviews as per client/candidate suitability.
* Generating MIS reports like submission tracker, feedback reports, interview status reports and closure.
* ISTQB®- Certified

**Honors and Awards**

I have got appreciation from Sr. Management for huge hiring consultants.

I got employee of the year 2019 awards In NTT DATA.

Appreciation and recognition of outstanding performance and contribution towards the delivery of Client “Northrop Grumman” (NGC/SSA)

I got employee of the month and quarter awards In Thoran/NVR

I got employee quarter awards In Karani

**Experience**

**NttData Business Solutions India Pvt ltd August 26 2019 to Present**

**Responsibilities**

* End to end recruitment life cycle management for NttData Cutting across all domains, and more into SAP and Could Technologies.
* Worked closely with hiring managers and coordinate with internal departments to get exact requirements for sourcing the best talent to meet the hiring goals across all levels.
* Effective sourcing of right candidates through Job Portals, Social network sites (LinkedIn), internal & external Referrals etc.
* Managing end to end recruitment activities like:

Sending resume to Panel

waiting for shortlist

check availability panel and resources

conducting panel interviews through Ms teams /Webex Or Face to Face.

Collecting evaluation forms.

Salary negotiation

Roll-out offer letters

Documentations etc

* Participated in HR Discussions and interact with Hiring Managers and Compensation team to get offer approvals.
* Releasing offers and follow up with candidates till joining and I was also POC for onboarding of candidates for my respective line of business.
* Conducting monthly or weekly drivers for open positions.
* Directly working with Stakeholders get the requirement and closely working with Sr Management, AVP and CEO.
* Major city working : Mumbai, Bangalore, Hyderabad and NCR.
* Major Clients Handled: itelligence , Oracle India, Mylan, SAP LABs, TTL, Wipro( Gurgaon), Harman Microsoft.

**Thoran Technologies and Service Pvt Ltd. April 2013 - Aug 23 2019.**

**Job Location:** **Sr.Talent Acquisition**

**Responsibilities**

* Understanding the client's requirements thoroughly.
* Sourcing and screening profiles through job portals successfully and sourcing the Right candidates according to the job specifications.
* Defining job roles and responsibilities to candidates.
* Handling the entire recruitment cycle exercising all recruitment tools such as References, resume search, database, job portals, etc.
* Responsible for Hiring Experienced Professionals junior to senior Level
* Directly working with Stakeholders get the requirement.
* Planning and execution of walk-in / drive for bulk technical hiring depending on positions.
* Co-ordinating with the panels for feedback and accordingly communicate to the candidates
* Following up with candidates until they join the organization.
* Creating and maintaining database ATS Like **“Ceipal Talent Hire”** effectively and managing client information including client’s requirements, interviews scheduled, and list of selected candidates
* Maintaining Client Info in Excel Sheet as per Account Manager guidelines.
* Worked with major IT Clients: In House positions and position assigned by BDM/Account Manager for Copart India, Accenture, Cognizant.

**Karani Infotech Pvt. Ltd April 2012 - April 2013**

**Job Title: HR Associate**

**Responsibilities**

* Understand the requirement of the clients given by the Team Leader and understand Position details, and important keywords and do research as per the requirements.
* Researched job descriptions and qualifications for matching with appropriate candidates.
* Also check the quality of resumes and verifying other required factor as per the Job description.
* Conducted applicant pre-screening and interviews For In-House Projects
* Handle end to end Recruitment Cycle
* Provided assistance with applicant testing skill set checks background checks and reference checks.
* Participate in implementing new recruiting technology, such as applicant tracking systems (ATS), **“Maxhire”** Tool and screening tools.
* Update client’s database after finding the right candidate per their requirement
* Worked with major IT Clients: In House positions.

**Education**

**University of OU- Hyderabad**

Pannala Ram Reddy College of Business Management

M.B.A, Information Technology (IT), 2013 – 2015

**University of JNTU-Hyderabad**

Avanthi Institute of Engineering & Technology

Bachelor of Information Technology (IT) 2007-2011

**Board of Intermediate Education**

Sri Chaitanya junior kalasala (MPC) 2005-2007

**Board of Secondary Education**

St. Mary High School 2005