

VIMAL RAJ

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Professional Summary

- Dynamic and Strategic Talent Acquisition Manager offering 10.5 years progressive career across diverse industries. Proven history of designing and implementing recruitment, training and conflict-resolution initiatives for companies. Insightful and creative with strengths in partnering with cross-functional business executives to strategize personnel-management solutions. Known for identifying improvement opportunities and spearheading projects to drive effectiveness.
- Extensive experience into global talent acquisition space as a Manager, Lead and a Recruiter.
- Owning up the end to end recruiting delivery, developing recruitment strategy for the APAC and EMEA region.
- Expert in Boolean/X-Ray search and hiring through Employee referral programs, Job boards, Social Media and community channels.
- Stake holder & Vendor management, Candidate Assessment, Screening process and improvement plan.
- Innovator and enabler, with respect to recruitment tools and techniques. Focused Brand building and improving candidate experience on regular basis.
- Designed recruitment strategy and Implementation. Driving recruiting data analytics, market intelligence and cost analysis
Special focus over diversity, branding and inclusion from recruitment standpoint.

Skills

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|-----------------------------|------------------------------------|
| • Talent Recruitment | • Recruitment strategy development |
| • Global recruitment | • Team management |
| • Recruitment and selection | • Vendor management |
| • Recruitment planning | • Team coaching |

Education

Bachelor of Technology

05/2009

SRM University - Chennai, Tamil Nadu

Online Course: TALENT ACQUISITION TOOLS AND TECHNIQUES

XLRI - Jamshedpur

Certifications

- Cisco Certified Network Associate (CCNA), 2010
- Lean Six Sigma - Yellow Belt, 2015
- Talent Acquisition & Hiring - Online Udemy 2020
- Talent Management & Technical Recruiting- Certification by LinkedIn 2020

Work History

Talent Acquisition Manager

11/2016 to Current

Milestone Technologies Onsite At Facebook India – Hyderabad, Telangana

- Started as a first employee with Milestone in India to recruit, build and setup the company in Hyderabad location for APAC region.
- Leading and managing an onsite Talent Acquisition team - India & Ireland with responsibility of coaching and developing the team towards right direction along with company goals.
- Implemented employer branding development initiatives for APAC.
- Developed and executed strategies to attract diverse candidates to all areas of the business line.
- Stakeholder management; partnering closely with the business/Client Manager and HRBP to understand hiring needs and implementing proactive talent strategies towards closures.
- Experience recruiting across a broad range of levels, from high volume projects to senior and executive level hires
- Designing recruitment strategies to ensure we attract the best talent through direct sourcing, referrals on time to time.
- Acting as a talent advisor to install a culture of recruiting amongst our business groups; driving alignment, stakeholder engagement and best practice across the hiring process for the company.
- Ensuring the ATS (iCIMS) is updated in real-time and providing accurate reports on recruitment activity to my team, business partners and wider Talent Acquisition across globe.
- Participating in value-add projects across Talent Acquisition to improve and fill the gap.
- Working for global project and responsible for providing costing/billing.
- Performance management, budget planning and training for the TA team.
- Always have curiosity to try new approaches, test new tools and think of creative ways to find top talents and sharing the same within Team.
- Exceptional communication skills and the ability to manage remote relationships on global recruiting.

Assistant Manager

10/2012 to 09/2016

Tech Mahindra Limited – hyderabad, Telangana

My role as an Assistant manager was involved a huge gamut of activities from Leading a team of recruiters at one side and other side acted as Recruiter- Sourcing the right talent for an open

position, employing traditional sourcing strategies and developing new creative recruiting ideas, Screening the candidates against the Basic Qualifications (BQs), briefing them about the relevance of the job, shortlisting, scheduling the interview and coordinating with the various stakeholders till the offer release and candidate join. I was responsible for most of the TME accounts and made Google account as one of the biggest for us.

- Responsible for end to end recruitment into IT Services model.
- Successfully leading the team of recruiters.
- Successfully achieved and proven track record to make the GOOGLE account from 2.8 million to 32 million account in 3.5 years of time line.
- Used Job Diva as ATS and People-soft-9 for all recruiting activities
- Strong experience in mass/volume hiring/campus hiring/walk-in's and weekend drives.
- Stake holder management and Vendor management on only demand basis
- Participating sales & leadership meetings for ongoing recruitment activities as well RFP's
- Hired resource for critical projects and acquired new projects like- Google-ARA, Google-TANGO, Google OATS, Google-Glass and Google- Escalation engineering are my achievements
- Trained and mentored a team of recruiters for Google.

Sourcing Specialist

07/2011 to 10/2012

Mindteck India – Gurgaon, Haryana

Responsible for end to end strategizing and delivering for location hiring needs through different hiring channels. Extensive ramp up for QA, .Net and Java skills in addition to skills like DBA and SAP. Hired multiple SAP and other DBA consultants. Recognized and rewarded for different initiatives and process excellence in Referral and Vendor Management. Used Max-Hire as ATS for all recruitment activities except BGC and offer process. Maintained strong relationships with candidates and client managers.

Recruitment Executive

04/2010 to 07/2011

IDC Technologies Inc. – Noida, UP

Started my career into recruitment with this company. Responsible for recruitment activities - sourcing, screening, reference check, client interviews, salary negotiations, closing the requisition. Understanding the requirements to ensure that we meet the client's expectations. Used Boolean search to identify the best talent from different Job portals like Naukri, Monster, Career builder. Checking the credentials like required technical skills, communication skills, salary negotiations and taking professional references for future requirements. Attending the client conference calls for open position daily basis.

Accomplishments

- Scored Top 16% (84 percentile) in 5th National IT Aptitude Test by NIIT Chennai.
- **2 times - Bravo Award**” by RMG - Head in Tech Mahindra

- **2 times - Pat on the Back**" by TechM IBG Head Google
- ACE (**Associates Consistently Excel**) Award-2016 by CPO of Tech Mahindra for being consistent performer of the year 2014-15 and 2015-16.
- Milestone **Intranet Award**- won 2nd prize in year 2018.

Additional Information

- Visa (USA): B1, valid till March 2026- Visited Google head office, MTV-CA in April-May 2016
- Visa (IRELAND): Irish Visa, Visited- Facebook, Dublin Office in Nov 2016 & December 2019.