

<b>Saumya Rai Chaudhury</b>	<b>Cell:</b> +91 9650768992
<b>LinkedIn:</b> <a href="https://www.linkedin.com/in/saumya-rai-chaudhury-a8307a70/">https://www.linkedin.com/in/saumya-rai-chaudhury-a8307a70/</a>	<b>Email:</b> saumyaraichaudhury@gmail.com
	<b>Address:</b> Khirki Extension, Malviya Nagar, New Delhi-110017

10 years of diversified hiring experience across multiple levels and Industries (BPO & KPO, Management consulting, Automobile, IT, BFSI, Media & Health care sectors) in APAC, Americas and EMEA regions. Expert in creating Recruitment & Sourcing process, policies & strategy, Man-power planning, Employer Branding, Campus Recruitment, Vendor Management, Change Management, Project Management, Team Management, Employee Engagement, Stakeholder Management, Background Verification, Industry Best practices, JD creation and Company mapping etc. Experience in working with multiple ATS (Applicant Tracking System) like Taleo, Peoplesoft, Workday, Hirevue & Smartrecruiters with not only limited to usage but also in the process of RFP, Identification, negotiation on commercial, UAT to closure. I am also well versed with LinkedIn search, x-ray, graph and other Boolean searches and leverage social media as a platform for hiring Talent.

Education		
	Hospitality Management from Napier University (UK) 2009 <b>Certification on People Analytics</b> from University of Pennsylvania	
Skill Set		
Operating System	ATS solutions -Taleo, Avature, SuccessFactors, Smartrecruiters, ZOHO. <b>Talent planning &amp; talent management solution-</b> Talent Neuron <b>Video interviewing software-</b> Hirevue <b>HRIS-</b> Peoplesoft, HR workday, Adrenalin	
Employment		
Aspen Corporate Management Services	<ul style="list-style-type: none"><li>• <b>Work with different clients to understand their workforce requirements for the India market and deliver timely service.</b></li><li>• <b>Advise and manage client communication on Recruitment strategy and process, including advertising and search methodologies, Salary benchmarking and benefits.</b></li><li>• Build steady talent pipeline to support service line and department long-term workforce requirements.</li></ul>	<b>Recruitment Consultant</b> July 19 – till date
SannamS4	<ul style="list-style-type: none"><li>• <b>Handle recruitment activities for Americas, EMEA, and APAC regions.</b></li><li>• <b>Manage the budget for business practice.</b></li><li>• <b>Design robust recruitment processes and hiring strategy to meet the hiring numbers as per the Annual Operating Plan.</b></li></ul>	<b>Senior Manager Talent Acquisition</b> Feb’19 – July’19
Projects	<ul style="list-style-type: none"><li>• Identify &amp; implement ZOHO recruitment solution within the company.</li><li>• Lead Compensation bench-marking project for role v/s compensation through primary database and leverage secondary database of AON.</li></ul>	
Publicis Media	<ul style="list-style-type: none"><li>• <b>Complete recruitment activities for Americas, EMEA and APAC regions.</b></li><li>• <b>Developing global Sourcing plan.</b></li><li>• <b>Create a recruitment “center of expertise” to gather, coordinate, and disseminate information about hiring trends and practices.</b></li><li>• Provided leadership, guidance and development to Recruiters in the</li></ul>	<b>Lead – Global talent acquisition</b> June’18- Dec ‘18

	<p>acquisition of “best in class” talent to support the organization’s business priorities and long-term sustainable growth goals.</p> <ul style="list-style-type: none"> <li>• <b>Collaborate with the TA teams of different geography in driving the recruitment workflow (advertising, interviewing, proceeding candidates to checks, offers, hiring and on-boarding).</b></li> <li>• Lead change management &amp; re-engineer recruitment systems and processes.</li> </ul>	
Projects	<ul style="list-style-type: none"> <li>• Part of the Smartrecruiter’s ATS implementation team within the company for 5 companies under Publicis Media.</li> <li>• Candidate sourcing transition project from Americas to India.</li> </ul>	
<b>Future Generali India Life Insurance</b>	<ul style="list-style-type: none"> <li>• Responsible of hiring for the corporate office as well as for the entire support function.</li> <li>• <b>Identify and engage with Recruitment partners, negotiate terms of service.</b></li> <li>• Maintain an active talent pipeline for current and future requirements for various LOBs.</li> </ul>	<b>Lead Talent Acquisition</b> Dec’16- June’18
Projects	<ul style="list-style-type: none"> <li>• Driving and enhancing various Recruiting Programs (e.g. Associate Referral Program, CRM, Diversity outreach and hiring); primary program across recruiting, HR and Internal business units.</li> <li>• Working for the hiring team to hire for the India’s Largest SFB tied-up.</li> <li>• Deploy Recruitment Marketing/Digital Talent Strategies in the recruitment space as well as working on Talent Branding.</li> </ul>	
<b>Freelancer</b>	<ul style="list-style-type: none"> <li>• <b>Partner with the client (domestic &amp; international) for managing Recruitment requirements and deliverables by using multiple channels of sourcing.</b></li> <li>• <b>Strong expertise in Head Hunting, Candidate Management, and other Talent Acquisition Methodologies.</b></li> <li>• <b>Expertise in hiring for both IT and Non- IT positions across geographies.</b></li> </ul>	<b>Talent Acquisition</b> Oct’15– Nov’16
<b>AON Hewitt</b>	<ul style="list-style-type: none"> <li>• <b>Handled the recruitment activities for different regions.</b></li> <li>• <b>Managed the Entire recruitment life cycle from screening, selection, hiring. Provided training and development to recruits.</b></li> <li>• <b>Adept in proactive sourcing, pipeline creation and social recruiting.</b></li> <li>• Proactively work with Vendors/Stakeholders to discover &amp; implement the newest technologies and tools to deliver the world-class Sourcing &amp; Recruitment.</li> <li>• <b>Vendor ROI reports – Define requirements, pulling reports, vendor usage.</b></li> </ul>	<b>Talent Acquisition</b> Oct’15– Nov’16
Projects	<ul style="list-style-type: none"> <li>• Part of the Implementation team of the million-dollar RPO project of AON in 2011 with FTE count of 88 and one client. Which grown to more than 500 FTE and 5 clients by 2015.</li> <li>• Healthcare Applicant testing project which focused on revamping the onboarding platform and integrating it Healthcare platform of the HRIS.</li> </ul>	

**TCS E-serve  
International**

**Trident Hilton  
Hotel, Jaipur**

## Accomplishments

- **Top 1% recruiter award from iimjobs (external jobsite) for 3 quarters in a row in 2017**
- X-tra mile award from AON for 3 years
- Best team performance award in 2013 & 2014 in AON
- Best team performance award in 2017 in Future Generali

May'07-  
Nov'07