

Nikhil Shekhar

Hyderabad, Telangana, India



richnikhil95@gmail.com



+91-827-683-3652



[linkedin.com/in/nikhil-shekhar-ximj](https://www.linkedin.com/in/nikhil-shekhar-ximj)

Summary

An expert HR professional with 2.6+ Years of extensive hands-on experience in recruiting IT & Non-IT talent in Startups. I see myself as a people person who is constantly searching and striving for the best potential job-fit resource.

Experience



Recruiter

Head Digital Works Pvt Ltd.

Feb 2020 - Present (9 months +)

Head Digital Works is now a well-funded and supported growth stage 'start-up' and prides itself as being one of the few consistently profitable enterprises in its industry. It is pushing the envelope on growth and new business interests continually. It originally identifiable as a rummy operator, now runs multiple businesses focused on online interactive entertainment. Today, we are a global group with media and technology interests that have grown beyond its beginnings as an online gaming platform.

Our Portfolio:

With a current user base of over 15 million users across multiple products, Head Digital Works continues to develop games, content and online services to provide best-in-class entertainment at a user's fingertips.

The day-to-day activities include.

- End to End Recruitment for IT and Non-IT (sourcing to on-boarding).
- Prioritized requisitions and focused on lead time.
- Proficient in Boolean (all 6 operators) for sourcing the best potential resources by leveraging relevant social media platforms like LinkedIn, Naukri, iimjobs, Hirist, Instahyre, and Monster; developed and implement creative sourcing strategies via Google and other relevant platforms supporting other operators such as 'site', 'intitle', 'filetype', and location.
- Built an effective working relationship with all stakeholders.
- Screen and evaluate candidates on Behavioral Analysis to build people organization.
- Drove Gap Analysis Sheet for Tech. & Non-Tech. and further recalibrate to meet expected profiles.
- Initiate back up plans and engagement of shortlist candidates until on-boarding (D.O.J).
- Conceptualize ideas for improving the TA process and outcomes; effectively gathered research, made direct contact calls, networking, and employee referrals.
- Tracked all resources, data analytics and preparation of reports.
- Led Vendor Management & Engagement to meet the expectation of various business vertices.
- Hired for Full-Time, Contract, and Contract to Hire for Hyderabad (HQ) and Bengaluru area.



Delivery Consultant

Avance Consulting

Dec 2019 - Jan 2020 (2 months)

Avance Consulting offers IT Services and Talent solutions across multiple markets globally.

Its deep understanding of the domains that we focus on is our key strategic differentiator. Our team of over 300 professionals are from a range of distinct industry sectors and utilize their vast professional networks and business knowledge to deliver the perfect solution and services to our client, first time and every time.

It delivers these services across multiple industry sectors that include Information Technology, Financial Services, Health Care, Media and Entertainment, Telecom, FMCG, and Healthcare Industry.

The day-to-day activities include.

- As a Delivery Consultant (Contract), I built pipeline from scratch on the highest priority and hired for onsite opportunities for the United States. This includes hardcore expertise in Boolean (All 6 operators) search on Monster, LinkedIn, Dice, etc.
- Focused on process efficiency, majorly on the delivery side.
- Screened on Behavioral Analysis before client submission to meet cultural fitment.
- Hired for Full-Time (GC, Citizens & OPT only).

Algorithm Talent Match Specialist

Techolution

Apr 2018 - Dec 2019 (1 year 9 months)

Techolution is a visionary, hi-tech consulting company, leading the transformation to a 2020 vision for technology for the world. The vision is to steer our customers (mostly Fortune 500s but also some mid-size) through the journey of transformation that will allow our customers to retain an edge in the world and economy of 2020 where everything is interconnected, cloud-based, real-time or even predictive artificial intelligence.

It specializes in

- 1) UI/UX (High-end Web & Mobile Development)- Cutting edge UI technologies. Virtual Reality/Augmented Reality
- 2) Cloud Transformation leveraging PAAS platform (Be it PCF, Azure, Bluemix, etc).
- 3) IoT (Internet of Things) like Building SMART cities, SMART homes, SMART Infrastructure, SMART Devices.

The day-to-day activities include.

- End to End Recruitment for IT and Non-IT (sourcing to on-boarding).
- Defined skills and later segregated them into Negotiable and Non-Negotiable Skills to have a better understanding of deliverable.
- Worked closely with defined business areas to understand their requirements and Talent Acquisition needs (taking in-depth job briefing and building robust consistent job specifications with agreed competencies and indicators).
- Preparing relevant JDs and later posting them on various job portals (LIIn, Naukri, iimjobs, etc.).
- Developed an appropriate pipeline for sourcing to meet the SLA's.
- Engaged shortlisted candidates to have 100% successful onboarding.
- Monitored and adhere to SLA's including the preformed target.
- Built excellent working relationships with managers and other stakeholders.
- Ensured that data and analytics are leveraged at every step of the process to ensure the business and the Talent Acquisition team is making impactful decisions.
- Focused on process efficiency, high level of quality and providing "added value".
- Hired for Full-Time, Contracts, Contract to Hire & Techolution USA.

Algorithm Talent Match Specialist

Techolution

Apr 2018 - Nov 2019 (1 year 8 months)



Professional Table Tennis Player

International Table Tennis Federation

Jun 2001 - May 2018 (17 years)

TTFI (Table Tennis Federation of India), JSTTA (Jharkhand State Table-Tennis Association), India



Management Intern- OD

NARMADA GELATINES LTD

Jan 2018 - Feb 2018 (2 months)

Narmada Gelatines Ltd. (Erstwhile Shaw Wallace Gelatines Ltd) was set up in 1961. The company is strategically located in the Central Indian State of Madhya Pradesh, India and has convenient access to its main and essential inputs of crushed bones, acid, lime, and good quality water.

Narmada Gelatines Ltd. has pioneered the manufacture of ossein and gelatin in India and is today a frontrunner in India's Gelatine Industry meeting exacting standards of various users worldwide.

At Narmada, they have successfully applied sophisticated technology to ensure Quality at each stage of its manufacturing process so that their products meet international quality standards and are commercially worthy of a broad spectrum of usages in the dynamic domestic and international markets.

Live Project (Individual Contribution):

-A Study on Performance and Productivity of Contract Labors in Bone Mill Unit at Narmada Gelatines Limited (Time & Motion Study).



Management Trainee- Capability Building (HR)

Hindustan Petroleum Corporation Limited

Apr 2017 - May 2017 (2 months)

HPCL is a Navratna Status, and a Forbes 2000 and Global Fortune 500 company. It had originally been incorporated as a company under the Indian Companies Act 1913. It's CIN No. L23201MH1952GOI008858.

For millions of Indians, HPCL is transforming the nation's landscape with our energy solutions across a spectrum of needs, every day.

HPCL is committed to achieving the economic, ecological & social responsibility objectives of sustainable development consistently through varied operations and activities. HPCL's focus areas are in the fields of Child Care, Education, Health Care, Skill Development & Community Development, touching the lives of the weaker section of society.

Live Project (Individual Contribution):

Project Anveshan and Sada Aap Ke Liye (Dept. Capability Building)

-Developing online courses for new hires, Mumbai (HQ).

-Field surveys subject to employee engagement for Club HP (MP Region).



Land Development Project Management

Manav Vikas (MVSS)

Sep 2016 - Oct 2016 (2 months)



Professional Table Tennis Player

Sports Authority of India

Sep 2013 - Apr 2016 (2 years 8 months)

Education



XLRI Jamshedpur

Executive Development Program Certification, Talent Acquisition: Tools and Techniques

2019 - 2020



Xavier Institute of Management, Jabalpur

Post Graduation Diploma in Management, Human Resources Management

2016 - 2018



Birla Institute of Technology, Mesra

Bachelor of Business Administration (B.B.A.), Human Resources Management/Personnel Administration

2013 - 2016

Licenses & Certifications



Mastering LinkedIn Recruiter Assessment - LinkedIn

atpiext2ppo



Skills for Inclusive Conversation - LinkedIn

AdHkXtQxSSKjv4338dId9MGFBC86



Communicating about Culturally Sensitive Issues - LinkedIn



Critical Thinking for Better Judgment and Decision-Making - LinkedIn

Skills

Human Resources • Strategic Planning • Technical Recruiting • HR Consulting • Performance Management • Recruiting • Screening • Marketing Management • Photography • Risk Management

Honors & Awards



Purple Squirrel

Best Recruiter with fastest delivery.



Best Photography

