

**RAGINI MADESHIA**  
**Associate – Talent Acquisition**

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### PROFILE SUMMARY

- Passionate and result - driven HR professional with 3.4 years of experience in Talent Acquisition.
- Experience in End- to- End Lateral Recruitment, Talent Engagement, Stakeholder Management, providing a great candidate experience.
- Worked with the business leaders to assess the requirement numbers.
- Identified the top sources of talent and hired the best for the organization.
- Expertise in Recruitment Database management.

### AREAS OF EXPERTISE

- |                                   |  |
|-----------------------------------|--|
| • End to End Lateral Recruitment. | • Recruitment Database Management.                     |
| • Talent Mapping.                 | • Generating and Releasing Offer Letters.              |
| • Stakeholder Management.         | • Generating Weekly and Monthly comprehensive reports. |
| • Campus Recruitment.             |  |

### ROLES & RESPONSIBILITIES

- Interacting with the Business Heads and Stakeholders to understand their hiring needs and help identify right candidates.
- Frequent reviews with the Hiring managers on the status of the positions.
- Responsible for the full life cycle of recruitment as a single point of contact.
- Involved in technical hiring from entry level to senior managerial level positions and architect positions across multidiscipline.
- Identifying potential channels for sourcing profiles; shortlisting, validating, and assessing the candidate's resumes received via different channels.
- Conducting and managing walk-in drives.
- Mentored and guided 2 fresh graduates recruited in the team.
- Collaborating with other HR functions like HR business partners and HR operations team for effective management of the talent acquisition processes.
- Volume hiring/ Niche hiring across diversified industry verticals such as Insurance, Banking, Healthcare.
- Identifying trends and gaps to enable quick and easy decision making across different stakeholders.
- Involved invariably in campus hiring process for Engineering Graduates and Management Graduates.
- Screen and ascertain the competence of candidates against the open demands
- Partner with hiring managers on feedbacks and pipeline movement.
- Reporting: Manage Candidate funnel, Cost Per Hire, Quality of Hire, Channel reports, Dashboards
- Engaged and acquired best of the resources from various colleges and managed stakeholders effectively.
- Designed feedbacks to gather, improve and utilize the information.
- Support Campus Team for recruitment & Campus connect activities.

### CORE COMPETENCIES

- |   |   |
|---|---|
| • Volume Hiring                                 | • Niche Skills Hiring.                      |
| • Market Research and insights.                 | • Social Media and Technical Skills Hiring. |
| • Domain Hiring (Property & Casualty Insurance) | • Vendor Management                         |

## TECHNOLOGIES HIRED

- Testing
- Java and DOT Net Developers
- Duckcreek Developers
- Cyara Testers
- Workday Developer
- OpenText Exstream.
- Mulesoft
- Android Developers
- Abinitio Developers
- DevOps.
- MarkLogic
- Sitecore
- Guidewire Developers
- SQL
- Middleware
- ODI Developers
- PHP

## EMPLOYMENT DETAILS

### **ValueMomentum Software Services (April 2018 – Present)**

Associate Talent Acquisition (Apr 2019 – Present)

Talent Acquisition Trainee (Apr 2018 – Mar 2019)

### **Global Placements (March 2017 – March 2018) as Management Trainee**

## ACADEMIC PROFILE

- 2017 **Master of Business Administration (MBA)**  
ICFAI Business School, Hyderabad with 7.34 cgpa.
- 2014 **Bachelor of Commerce (B.Com)**  
Kamala Nehru College, Delhi University with 70%

## NOTABLE ACHIEVEMENT

- Awarded for Delivery Excellence for Jan'20 - Mar'20 quarter
- Awarded for Delivery Excellence for Sept'19 - Dec'19 quarter.
- Awarded star performer certificate during the summer internship program.
- Completed the hirist.com 'Tech Recruiter Certification Program' in June'2020.
- Completed the DevSkiller 'Tech Recruitment Certified Professional' exam in July'2020.

## EXTRA CURRICULAR

- Member of events team in my current organisation (Global Placements) which focuses on employee relations and employee engagement in the organisation.
- Executive Member of club Convergence – The official HR club of IBS Hyderabad.
- **YES+** course offered by Art of Living.
- Language course – French (A1 level from Alliance Française de Delhi).