**Nishikant Singh**

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* Result oriented proactive and hard working professional with 10+ years of work experience in IT /Telecom/ERS domain, Talent Acquisition Specialist ( Sourcing, Screening, Scheduling, Interviews , On Boarding)
* **10+yrs of experience in IT infrastructure & Application, 3+ yrs in Telecom and 2+ yrs in ERS hiring.**
* Hands on experience in lateral hiring, Technical Recruitment, Team Management and Account Management, People Management
* 8+ yrs of experience in domestic IT/ Telecom recruitment & 2 yrs of experiences in UAE Recruitment
* Responsible for the full-life cycle recruitment for **permanent & contract staffing**.
* Managed End-to-End Recruitment life Cycle for **Domestic Hiring & Middle East (UAE**)
* Managed lateral hiring and senior level hiring successfully.
* Managed a team of 8-10 recruiters, Sr. Recruiters and handled Leadership hiring, Volume hiring, Niche skill hiring etc.,
* Ability to assess existing processes and accordingly design & deliver strategies aimed at improving the recruiting efficiency.
* Maintaining Quality Standards and Delivery as per TAT
* Interaction with client/Hiring Manager for requirement understanding
* Team Building – Train, Engage and Deliver
* Networking and building a healthy pipeline through various channels like LinkedIn, senior referrals and (e.g. newspapers, websites, and various job portals)
* Lead, develop and coach a team of recruiters for performance and best practices

 **Work Experience:**

1. Manager (Talent sourcing – IT) at **VR Techsols Technology (Sonyo Management Consultants Pvt. Ltd)** from-May 2018 to Nov 2018

2. Manager Recruitment (Level M) at **Mount Talent Consulting Pvt Ltd**, from June20 17 to April 2018

3. Worked as a Manager Recruitment/Delivery in **Source One Management Services Pvt.Ltd** from May 2014 to June 2017

4. Worked as a Senior Executive- Recruitment in **Raqmiyat Information Technology Pvt. Ltd** , Middle East (UAE) staffing from May 2012 to Dec 2013

5. Worked as a Lead Recruiter in **Source One Management Services Pvt. Ltd**, from May 2007 to May 2012

**Education:**

1. MBA- (HR) - Sikkim Manipal University
2. B.Sc IT- (Sikkim Manipal University of Health, Medical and Technological Sciences.)

 **Professional Experience:**

1. **VR Techsols Technology (Sonyo Management Consultants Pvt. Ltd)-(Bangalore)**

 Designation: Manager (Talent sourcing – IT)

 Duration: May 2018 to Nov 218

 **Clients : HCL Technologies /Tech M**

 **Team Size: 7**

* Involved in End to End Recruitment process starting from sourcing, initial screening, presenting and closing offers.
* Sourcing profiles through internal database, References, Job Portals, Job Postings, varied Social Networks like Naukri, Monster.
* Receiving and reviewing applications, managing interviews and creating a shortlist of candidates.
* Conduct a first Level interview to check communication skills, domain skills, interest level, availability, salary, etc.
* Requesting references and checking the suitability of applicants before submitting their details to the client.
* Briefing the candidate about the responsibilities, salary and benefits of the job in question.
* Preparing CVs and correspondence to forward to clients in respect of suitable applicants.
* Using candidate databases to find the right person for the requirements.
* Scheduling interviews, briefing and debriefing candidates before and after interviews.
* Following up with the offered candidates and keeping track on their joining dates.
* Build relationships with candidates and employers.
* Responsible for maintaining database & trackers on daily basis based on Requirements, profiles shared to the client, feedbacks, selections & offers, joiners list and payment details, etc.



 **2. Mount Talent consulting Pvt Ltd (Bangalore)**

Designation: Manager Recruitment (Level M)

 Duration: June 2017 to April 2018

 **Clients Handled: AccentureIO/IDC/ Hinduja Tech Ltd/Global Cloud Xchange/ Livpure**

* Gathering the requirements from HR SPOC and Technical panel, understanding the technical specifications
* Interacting with Client SPOC on daily basis to get new requirement & interview feedbacks and offer pending cases
* Responsible for Delivery and Quality Standards on given time
* Managing and mentoring a team of 7 recruiters
* Motivating the team member and train them on latest skills so productivity will be high
* Extensive experience in working on Permanent /Contract staffing
* Preparing advertisement and online job postings using a wide range of media (e.g. various job portals)
* Extensive recruiting and hiring processes experience which includes sourcing, screening, interview co-ordination, conducting reference checks / background checks / salary negotiations
* Prepare Weekly and Monthly reports to Analysis team performance and gap analysis
1. **Source One Management Services Pvt. Ltd. (Bangalore)**

Designation: Manager Recruitment

 Duration: May 2014 to June17

 **Clients Handled: Accenture/Global Cloud xchange/L&T/CGI/Wells Fargo/Unisys/Wipro/HCL**

* Handling End-to-End Recruitment life Cycle for domestic staffing
* Handling lateral hiring for Permanent & Contract staffing requirements
* Interaction with client/Hiring Manager for requirement understanding
* Manage and build relationships with Clients and follow-up for fulfillment of requirements
* Reviewing candidates for their technical expertise, relevant experience, communication skills, CTC, notice period, academic and work related details.
* Managing and mentoring team Members/new joiners
* Maintaining Quality Standards and Delivery on time

** 4. Raqmiyat Information Technology Pvt. Ltd (DLF IT Park,Chennai)**

Designation: Senior Executive- Recruitment

 Duration: May 2012 to Dec 2013

**Clients: ADCB, NBAD, ADQCC, Islamic Bank, Dubai Media, Injazat, MOL, Union Coop Society Hypermarkets, WASL.......**

* Handling End-to-End Recruitment life Cycle for Middle East(UAE)
* Handling **Contract and Permanent staffing** Requirements
* Screening and short listing resumes as per the requirement from Social Sites, Job-Portals, Network References etc. and scheduling them for the interview
* Preparing advertisement and online postings using a wide range of media (e.g. newspapers, websites, and various job portals)
* Interaction with Account Manager & Technical panel for requirement understanding.
* Finding optimal talent by various screening process as well extensive negotiation with right candidature to match time dead line and budget.
* Responsible for Quality Standards and Delivery on time
* Keeping track of candidate for future references.
* Demonstrated a sense of urgency and always maintained a pleasant and professional demeanor.
* Creating and maintaining daily reports using MS Office tools.
* Involve in the overall end-to-end process of recruitment.

**5. Source One Management Services Pvt. Ltd. (Bangalore)**

 Duration: May 2007 to May 2012

 Designation: IT Recruiter-Team Lead

Clients Handled: Accenture (IO/IDC)

**Key Responsibilities:**

* Extensive experience in **Permanent /Contract staffing** for lateral & Executive hiring
* Managing and mentoring a team of 8 people
* Recruit IT Infrastructure/IT professionals in various technologies
* Handling End-to-End Recruitment life Cycle
* Relationship management with client and candidate
* Preparing **Market Intelligence** for Recruitment
* Understand requirements from client and ensure that the best fit is provided to ensure 100% satisfaction
* Sourcing and screening candidates from various recruiting sources like Job Portals (viz. Naukri.com, Monster.com), references and networking
* Screening and short listing resumes as per the requirement
* Coordinating the interview with the Candidates
* Identifying the right candidate to suit the requirement
* Maintaining the Track of each candidate
* Following up with prospective candidates until they complete all the rounds of interview
* Conducting Interviews for telephonic Process /scheduled walk-in’s on weekends
* Ability to work independently
* Mentor juniors and incoming recruiters about the recruitment process and policies about the organization
* Independently handled all the given positions on specific skills

**Technologies Worked On**

Capability: Infra & Application

**SAP :**  SAP UI5, SAP ABAB OO, ASP ABAB HANA, SAP BASIS, SAP functional testing, SAP HR-ABAP

SAP ABAP/SD MM,PP, HCM,

**ERS:**

Embedded C, C++, CAN, CANoe, UDS,

Program Manager for Embedded Systems , Industrial domain (Industrial Products, HVAC or Building management systems)

**Cloud technology:** AWS, Azure, Iaas, Paas, IBM Cloud,

**Security & Risk:** SIEM, Information Security, Network Security, Splunk, Sailpoint, Archer, arcsight, Qradar, RSA I&AM

**Network Security Services**: Network Security, Firewall, Palalto, ASA, fortigate, Juniper, Checkpoint

**Network Management**: Network Engineer, VPN, BGP,OSPF, MPLS, CCNA, CCNP

**Applications:**

Java-J2EE, .Net, JavaScript, HTML, HTML5, CSS3, Angular JS

**Java Framework**- Springs, struts, hibernate, Servlets

**Database:** Oracle DBA, SQL DBA, Oracle apps DBA, DB2 DBA, My SQL, Sybase

**Storage technology**: EMC, IBM, HP, Hitachi, SUN

**Microsoft Technology:** Windows Server, SharePoint, SSCM, SCOM, Exchange Sever, ECX

**Application packaging: -** Install Shield, ghost, wise package

**Workplace services: -** Image deployment, Software deployment, Image Management, SMS, SCCM

**Telecom:**

Transmission , SDH, DWDM, MPLS/IP, TAC IP, TAC Engineer (subsea cable/Submarine cable)

**ERP:**

Oracle Apps Functional and Technical, Oracle SCM Functional Consultant, Oracle OPM

MS Navision, Oracle HRMS (Core HR, Payroll, SSHR, OTL, Performance Mngt)

**Awards & Appreciations**

**Received Appreciations from senior management twice for my individual performance – (AUG 09 & AUG 10)**

**DOB : 01/08/1982**

**Nationality : Indian**

**Marital Status : Married**

**Place: Bangalore**