**Moris Prabhu**

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* **Objective:**

Highly **motivated** professional with **excellent** leadership skill. **Performance-driven** individual who can create **immeasurable** success on a team and turn **complex** problems into solutions. To work in a challenging environment where my potential is well utilized and I can contribute significantly towards organization and self growth.

* **Work Experience**:
* Worked in Jobs N Careers as an HR recruiter for ITES for One year. (Nov’06 - Nov’07)
* Working in Accenture as a Sr.HR, ( May 2010 – June 2013).
* Worked in People Group as a Talent Acquisition(Sep 2013 – Mar 2016 )
* Working in Accenture as Human Resources Senior Analyst Sep 2016 till date.
* **Accenture**
* **Roles and responsibilities:**
* **Human Resources Senior Analyst | Leadership Hiring ( Sep 2016 Till date )**
  + - Leadership Hiring Manager, Senior Manager & AD for Technology Group.
    - Full Life - Cycle Recruiting experience on compensation planning & negotiations, offer making and closure
    - Managed to close some Super Niche Skill in Technology.
    - Conduct highly collaborate requisition intake discussion with hiring manager. Understand and document specific sourcing requirement. Appropriately set hiring manager expectations using data from similar prior searches and externally available labor pool supply/demand information.
    - Develop and maintain data mining approaches using advanced search techniques.
    - Execute legally compliant role postings to internet, performing refreshes or removing, as required.
    - Engage with Business leadership in addressing key recruitment challenges, develop and prioritize recruiting and sourcing strategies and key recruiting initiatives.
    - Consistently build, maintain and display a sound understanding of the client's industry in order to identify opportunities and manage risks.
    - Ensure the recruitment process / life-cycle is completed in a fast, efficient and professional manner at all times, minimizing the time to hire and cost.
    - Mentored and coach new joiners on the process

* + - Drive cost optimization by employing appropriate channel mix strategies
    - Exposed to ABACUS-Recruitment tools.
    - Promote company’s reputation as “best place to work”
* **Accenture**
* **Roles and responsibilities:**
* **Human Resources Senior Analyst / Internal staffing Team**

Act as the primary point of contact for resources on redeployment pool F&A and Non-F&A across levels for PAN india and F&A across levels for Bangalore location.

o Map resources to the right skill and ensure the employees are aware about the role there are applying for.

o Connect with HM to get more clarity on the skills required and check if there is a room for cross skilling. Work closely with deal specific PA to ensure the interview and feedback is shared within agreed SLA resulting in faster closures.

o Timely connects with employees on redeployment on open roles and staffing progress.

o Ensure timely and detailed feedback is provided to employees for interviews

o Connect to ensure employee is provided visibility of demands and be open for other location in case of shortage of demands.

o Collaborates with Business leads and People advisors for early visibility of employees hitting redeployment.

o Ensures updated and accurate details of Redep employees for staffing is available at all times.

o Minimize Redep extension and ensure timely exit of employees based on redep end date.

o Effective manage mapping demands to Redeployment employees.

o Collaborate with SDO leads for support from business to drive Redeployment pool staffing.

o Ensure accurate and updated centralized visibility of supply pool is available for staffing purpose.

o Track employees part of WATCHLIST and ensure none are being release to redeployment without approvals of HR leads.

o IP tracking – Ensure business is informed that employee is tagged as an IP before staffing.

o Work with business to get proactive visibility to automation ramp downs, deal downsizing to ensure staffing is done.

* **People Group India Pvt LTD**
* **Roles and responsibilities: ( Sep-2013 To Mar 2016 )**
* End to End HR activities – From recruitment. handling vendors hitting the numbers through vendors & individually as well Interview process (along with negotiation of package) conducting joining formalities & inductions providing offer letter and also complete action on Exit formalities
* Employee engagement – Includes all fun activities in Team building perspective alternatively but a must to conduct every month.  
  We as a part of employee engagement, have parties once in every 3 months which was also handled end to end, inclusive of handling company budgets & negotiating party expenses.
* Understanding of long-term business relationships, resourcing for requirements for the company day to day.
* Preparing relevant reports of candidates.
* Successfully worked on different positions like: Managers, TL’s, and AM’s all in **OUTBOUND Sales.**
* Worked for different locations.
* Providing the right information to the employers.
* Liaison for understanding positions in detail and planning out the sourcing process once the request for any position is raised.
* **Accenture Bpo**
* **Roles and responsibilities**: **( May-2010 To June-2013)**
* Understanding of long-term business relationships, resourcing for requirements for the company day to day.
* Staffing for all levels- includes interviewing, checking references.
* Checking the job portals and mass mailing the candidates according to the requirements.
* Tagging relevant profiles.
* Interviewing and testing the job seekers.   
  Selecting the potential candidates and screening, and short listing the candidates for employers to interview.
* Handling end to end process, starting from identifying of relevant profiles, sourcing, scheduling, interviewing and closure of position- hiring and making sure the candidate sticks on to the company for a relevant period of time.
* Preparing relevant reports of candidates.
* Successfully worked on different positions like: Managers, TL’s and Voice & Accent trainers.
* Handling requirement for non-voice in ABACAS.
* Worked for different locations: Bangalore, Chennai, Mumbai and Noida.
* Providing the right information to the employers.
* Liaison for understanding positions in detail and planning out the sourcing process once the request for any position is raised.
* **JOB & Careers -**
* **Roles and responsibilities**: **( Nov-2006 To Nov-2007 )**
* Staffing for all levels- includes interviewing, checking references.
* Checking the job portals and mass mailing the candidates according to the requirements.
* Interviewing and testing the job seekers.   
  Selecting the potential candidates and screening, and short listing the candidates for employers to interview.
* Starting from identifying of relevant profiles, sourcing, scheduling, interviewing and closure of position- hiring and making sure the candidate sticks on to the company for a relevant period of time.
* Providing the right information to the employers.
* **Achievements**

• Won the Best Performer Award within 6 Months of joining Accenture.

• Received Award for the Best Performer of the Year 2016 – 2017 and 2018.

• Appreciation from BST Stake Holders for the work done on the project.

• Got trained on multiple processes and worked in various areas of same process with zero escalations.

* **Skills:**
* Ability and desire to learn new skills quickly.
* Effectively communicate issues and resolutions to all levels of the Organization.
* Quick grasping power.
* Ability to work under pressure.
* Creating a good work atmosphere.
* Building good relationship with the employers and the job seekers.
* Good team player.
* **Significant Strengths:**
* Good communication skills
* Understanding of any given situation and acting accordingly
* Good relations with others
* Inter-Personal Skills.
* **Education Qualification**:

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| 10th std | St. Patrick’s High School |  |
| 2nd PUC | IGNOU University |  |
| BA | IGNOU University |  |
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* **Personal INFO:**

Name : Morris.J

Gender : Male

Marital status : Married

Languages known : English, Hindi, Tamil and Kannada

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