**VINAY**

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**SUMMARY:**

* Talent Acquisition Leader/Resource Delivery Manager/Account Manager with 15 years of experience in Recruitment, HRO/RPO & Executive Search with a good blend of Operations Management, Client/Account Management, Strategy Planning and Compliance, Team Management, Performance Management, Metrics Reporting & Dashboards, Program Delivery and Vendor Management Systems (VMS).
* Experience in managing US, APAC & CANADA and INDIA Recruitment.
* Exceptional Onsite/Offshore Client Management Experience: Served Clients in the field of IT Products, IT Services, Telecom, Financial Services, FMCG, Professional Services & Consulting. Major marquee clients include Verizon, Ericsson US/Canada, 7-Eleven, Barclays, Google, Intuit, Microsoft, Frontier Communications, Unilever, Shell, Unisys, CSC, HP, PwC, BearingPoint, Semiconductor, Aviation and Aerospace Engineering, Automobile and US & Canada Government…
* Driven key Recruitment Operational Metrics include Lead Time to Hire, Acceptance Rate, Lead Generation Count, Offer Acceptance Ratio, Joiner Ratio, Hiring Manager Satisfaction (HM SAT), New Joiner Satisfaction (NJS).
* Help core businesses make decisions that result in more efficient processes, greater client impact, and an improved bottom line.
* Hands-on experience and expertise in End-To-End Recruitment & Passive Recruitment.
* Experienced in several vendor management tracking systems including Peoplefluent, Procurestaff (Consol), Fieldglass, IQN, Beeline, Agile.1 (Acceleration), TAPFIN (Econometrix)
* Passionate about Sourcing Top Talent through LinkedIn, Google Deep Web Search, Advanced Boolean X-Ray Search, GitHub, UPWORK, Tangent Sourcing, Candidate Referral, Head Hunting, Talent Mapping, Vendors & ATS (Fieldglass, Job Diva, Taleo, Quick Base etc.,)

**Areas of Expertise:**

* Designing & implementing recruitment processes & methodologies and Process improvement.
* Stakeholder meetings
* Talent Mapping and Market Intelligence.
* Building and Leading high performing recruiting teams.
* MIS Reporting & Metrics Dashboards.
* Forecasting, Needs Assessment & Workforce Planning.
* Budgetary Planning, Cost Reduction and Containment.
* Diversity & Inclusion
* Revenue Attainment
* Recruiter Training and Optimization.
* Employer branding/talent branding / Client Management
* Vendor Management and RFP’s/RFQ
* Call Audits and Feedback
* Leadership Hiring / Executive Search
* TA Transformation and HR Systems

**EDUCATION:**

* **MBA Specialization in HRM, Acharya Nagarjuna University, AP, India**
* **Bachelor of Commerce, Acharya Nagarjuna University, AP, India**

**EXPERIENCE:**

**RV Botanix – Agri-tech Farming start-up AP Oct 2019 to till date**

**Talent Acquisition Specialist - Freelancing**

**InfoVisionLabs, Bengaluru, India Jul 2012 to Aug 2019**

**US/India - Resource Delivery Manager/Account Manager**

**Clients/Verticals Serviced** – Verizon, Ericsson US & Canada, Nokia, Comcast, T-Mobile, Sprint, Qualcomm, Intuit, BFS, Semiconductor, Aerospace and Engineering, Retail and Social Media, HP, Huawei, Google/Alphabet, Toyota

* Responsible for smooth execution of day to day recruitment related activities to ensure adherence and delivery against all Recruitment SLAs especially Cost and Hiring accountable for the overall success of the Recruitment team.
* Recruited IT Applications, IT Infrastructure, Go-To-Market & Corporate skills
* Led the Digital Technology Hiring for InfoVision Lab’s Digital Transformation Centers (DTC's) in Pune for the ongoing SOW projects for the US Telecom and Banking/Retail clients.
* Led the Niche / Leadership Hiring for Pre-Sales Support Solutioning team by recruiting Sales Executives, Solution Architects, Consultants etc., across Cloud Platform Services, Workplace Mobility, Application Services, Enterprise Clouds Applications, Security, Consulting, Analytics & BPS Offerings.
* Recruited IT Freelancers through "Talent Cloud" Platform for Billable Accounts as part of Special TA Projects. Used UPWORK to tap Gig Economy for T&M Vs Fixed Price Assignments.  
  Managed a team of 30+ Recruiters and drive agile targets to increase in Offers & Joiners
* Sourcing Manager for Verizon’s Technology business for US and India. Managed a Sourcing team (including 4 Leads) and increased the Offer Accept (OA) Ratio from 20% to 56% by delivering 100+ closures month on month
* Demonstrated ability in establishing, growing, training and mentoring a high-performance team(s).
* Expertise in process improvement with a mandate to lead critical strategic transformation efforts focused on the organization’s objectives.
* Worked with BU leadership in understanding strategy development, planning for people and leadership needs and designing development programs.
* Attend monthly stakeholder calls to understand the ongoing projects and the resource planning for the upcoming projects.
* Responsible for service delivery and account management.
* Responsible for handling a team of Account Managers, Delivery lead and IT Recruiters.
* Advising client account leadership regarding TA aspects of key business strategies, issues and decisions and potential problem areas
* Deployed recruiting resources to handle the SOW/T&M projects at the client site.
* Understand and assess the ongoing project manpower and draft the pricing structure depending on the project’s schedules and the talent pool.
* Maintaining and Monitoring Talent Planning and Support System to mitigate the risks
* Strong experience in preparing as-is process documentation, to-be process documentation, and performing detailed gap analysis on project manpower
* Responsible for Managing and Handling a branch operations /Team of up to 36+ Recruiters spread across various regions.
* Expertise working with various Implementation Partners
* Manage The Offshore Recruiting Team ensuring productivity is achieved and targets are met in a minimal time frame.
* Supervise Groups and Team Leads in Delivery processes and coach them in understanding company/stakeholder/client goals and vision.
* Mentor Recruiters individually and coach them independently or in teams.
* Manage ATS Administration, and implementation and ensure everyone understands its usage effectively like – Bullhorn, Jobdiva and other inhouse RMS and VMS.
* Evaluate process and technology gaps in Talent Acquisition and work with internal and Client stakeholders to affix permanent as well as interim solutions
* Leveraging onshore: offshore model by working with internal stakeholders to meet targets and optimize capacity utilization

**Aditi Consulting, Bangalore, India Jan 2012 to Apr 2012**

**US Sr. Recruiter – IC Role**

**Clients Serviced** – Nokia, Verizon, Yahoo, Ericsson, Facebook, LinkedIn, Oracle, Microsoft, HP, IBM, Banking and Retail clients, IBM

* End to End Recruitment and Account Management for Pharma and Microsoft Surface Group which includes Sourcing, Client Submissions, Interview schedules, Offer Letter release, onboarding process, Client meetings, and communication with Hiring Managers.
* Act as a resource to clients by providing creative methods of building prospect pools, pre-screening, interviewing candidates and facilitating the staffing process.
* Responsible for taking complete ownership of the entire recruitment Life Cycle.

**Radiant InfoSystems Inc., Bangalore/Hyderabad Jan 2011 to Dec 2011**

**US - Resource Delivery Manager/Account Manager**

* Act as a resource to clients by providing creative methods of building prospect pools, pre-screening, interviewing candidates and facilitating the staffing process.
* Responsible for individual and team targets.
* Sourcing relevant candidates through various recruitment channels like Networking, Portal sourcing, Buddy Referral & social media channels like Linkedin & Google search.
* Work closely with Businesses to establish comprehensive sourcing strategies in order to meet current hiring needs as well as to build a pipeline for the projected requirements.
* Being a part of the daily, weekly meetings and discussing the progress on the open positions.
* Preparing Dashboard on regular basis for Senior Management review/update.
* Handled a 12 member team and motivated the team members to achieve their targets.
* Actively involved in all levels of interaction with the shortlisted candidates right from scheduling the interviews to candidate on-boarding
* Hiring the talent in various technologies at various levels along with the team.
* Maintained individual database skill-wise to locate passive candidates, and helped in closing critical positions.
* Managed and helped in setting up the floor team for the Hyderabad office with 60+ recruiters on the floor within a few months of joining.

**Bangalore May 2005 to Dec 2010**

**Lead IT Recruiter**

* Recruited to build a large team of IT Consultants for various clients to work on projects.