

HARWINDER SINGH

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Summary

Talent Acquisition professional with over 5 Years of Industry experience in IT Product Organisations, Disruptive Indian Startups, Corporate, Recruitment Firms and have keen interest in building the most effective workforce possible. For last 5 years, I've been helping businesses find their perfect hires.

My skills include Senior stakeholder management/engagement, Vendor Management, Technical Recruitment, Leadership hiring, Employee Engagement, Product Hiring, Technical Hiring, Networking, Social Media Recruiting, Research, Market Analysis, Client Management, Recruitment Strategy, Product Hiring Expertise, Team Management, Performance Analysis, Talent Mapping.

Experience



Talent Acquisition Lead

Randstad

Jun 2019 - Present (1 year 4 months +)

Talent Advisor with Randstad India (RPO Vertical) doing End to end recruitment.

Worked on Leadership Hiring, Mid-Level roles.

Senior Stakeholder Management.

Playing Individual contributor and Team lead role.



Talent Advisor

GreyOrange

Jun 2019 - Feb 2020 (9 months)

Deputed On Behalf of Randstad.

Building GreyOrange R&D Software Engineering team.

Managing the entire Recruitment life cycle for Engineering R & D.

Consistent follow through to meet the Stakeholder's demand.

Worked on the following roles:

Product Architect, Technical Architect, Technical Manager, Senior Member of Technical Staff and Senior Software Engineer etc.

ATS Used: Freshteam from FreshWorks, GoWorks from SAP Success Factors.

Sourcing Platforms: LinkedIn, AngelList, Github, Dribbble, Instahyre, Google Search.

Primary Tech. Stack Recruited for: Java/Go/Python/Ruby/Erlang/Scala.



Business Analyst

Mobile Programming LLC

Oct 2018 - Apr 2019 (7 months)

Engage client to gather software requirements/business rules, and ensure alignment with development teams.

Conduct multiple requirement gathering sessions with client to understand and analyze requirements and create requirement repository.

Work with Development and QA teams to estimate the requirement for arriving at a tentative release timeline.
Collaborate with design teams to create wireframes and to provide design directions to development team.
Provide demos and walk through to business and technology.
Prepared Wireframes and workflows using lucidchart and InVision App.
Collaborate with Market/Strategy Analyst to prepare Strategy Deck.

Senior Talent Acquisition Specialist

Unilog

Jan 2017 - Aug 2018 (1 year 8 months)

Everything related to Tech Hiring & Non-Hiring.

Worked on positions like Java Developers, SSE, Automation Test Engineers, Technical Architect .

Vendor Management, Inbound sales , Business development Professionals.

Collaborating with Hiring Managers for their Hiring needs.

Leadership Hiring

Primary Tech. stack Handled : Java, Python, Struts Web Framework etc.



Senior Consultant

Success Pact Consulting Pvt. Ltd.

Mar 2015 - Nov 2016 (1 year 9 months)

Role and Responsibilities :

- Effectively recruited candidates through Internet research, internal database, referrals, and other strategies.
- Understanding the client requirements, coordinating for short listing and screening of the candidates.
- Handled all the IT Technologies involving combination of complex skill sets.
- Extensive experience of Internet Recruiting for candidates and industry leads, pre-screening to quality potential candidates.
- Responsible to understand and analyze the requirements in different domain categories.
- Assigned the tasks of utilizing on-line database, candidate referrals, internet and networking to identify potential candidates.
- Assigned the tasks of negotiating offers with candidates to meet target gross margins of the organization.
- Established business contacts in target markets through telemarketing, direct mail campaigns.
- Responsible for market research and analysis.

Major Clients Handled: Amazon, Hike messenger , Oyo Rooms, Shuttl, Housing.com, CricBuzz, Treebo Hotels, InMobi, Moonfrog Labs, SirionLabs etc.

Education



siliguri institute of technology, west bengal university of technology

Bachelor of Technology (B.Tech.), Electrical, Electronics and Communications Engineering

2008 - 2012



Kendriya Vidyalaya

Physics

1992 - 2005

Skills

Recruiting • Internet Recruiting • Technical Recruiting • Consulting • Business Analysis • Executive Search • Business Strategy • Human Resources (HR) • Market Research • Business Development