Kapil K Somawaram

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Summary

Kapil K Somawaram is an Oracle Certified Implementation Specialist, a Critical Behavior Interview Specialist, a Functional Consultant in Oracle Recruiting Cloud and Oracle Talent Acquisition cloud space with rich domain experience in the Talent Acquisition space.

For over 15 years, he’s been associated with Hitachi Vantara (erstwhile Hitachi Consulting) and over 5.6 yrs, he has done implementation and supporting clients on Oracle Recruiting Cloud, Taleo in the Americas, EMEA and SEA regions. His main focus areas include Oracle Taleo Recruiting and Onboarding that pertains to Implementations and Support.

He also authors articles pertaining to HCM and has been featured in the UKOUG Oracle Scene (a renowned Oracle UK based Technology magazine), PTK (Pass the Knowledge) during winter 2016, 2017, 2018, 2020 editions.

He was also a selected speaker for OHUG Global 2017 Conference (Orlando, Florida).

He currently holds a ‘Gold Crown’ badge status on Oracle Cloud Customer Connect.

Knowledge

* **Functional Expertise** : Implementation and support of Oracle Recruiting Cloud, Oracle

Taleo

Enterprise Edition (TEE)

Oracle Taleo Recruiting

Oracle Taleo Onboarding

Oracle Taleo Career Sections

Global Human Resources

* **Technologies :** BI Reporting, Taleo Enterprise Edition System Administration,

OOTB integration

* **Industry Expertise :** Talent Acquisition, Onboarding

Hitachi Vantara (erstwhile Hitachi Consulting) Experience

### ***Projects in Consulting:***

End-to-End Implementations:

### *Leading supplier of Strawberries in US and Mexico - (ORC Implementation)*

### *Leading Higher Education Consortium in US - (ORC Implementation)*

### *Second largest Highway Concessionaries or Build-Operate-Transfer (BOT) operator in Malaysia – (Taleo Implementation)*

### *Largest supplier of deep ultraviolet (DUV) light sources in US – (Taleo Implementation)*

* *Leading manufacturer of doors and openers in US – (Taleo Implementation)*

##### Manager – Specialized Services / Functional Consultant / Pre-sales Consultant /

##### Oracle Recruiting Cloud (ORC) Implementation Specialist April 2019 to Till date

* Responsible to design, build and configure applications to meet business process and application requirements.
* Responsible for Configuring, administration and implementation of Oracle Recruiting Cloud.
* Responsible for configuring security for ORC. Creating custom roles and privileges
* Creation of Descriptive Flex Fields on Requisition and Offer Pages
* Configuration of Approval Workflows
* Creation of Pre-screening, Disqualification, Interview Questionnaires with rating scale and scoring.
* Upload of Job Requisition templates
* Configuration of Approvals for Requisitions and Offers
* Configuration of Candidate Selection Process with different Phases and States
* Configuration of custom message templates for Candidate Selection Process
* Configuration of Job Application Flows.
* Creation of Offer Letter Templates
* Configuration of Career Sites
* Configuration of Talent Community Flow
* Creation of Candidate pools
* Creation of Recruiting and Social Media Campaigns
* Creation of Interview Schedule Templates
* Configuration of Third Party Services like Resume Parsing, eQuest Job boards
* Configuration of Third Party Background Check services.
* Configuration of ORC schedule process.
* Setups in Global Human Resources related to ORC

**Technologies :** Oracle Recruiting Cloud, OTBI Reports, Global Human Resources

##### Manager – Specialized Services

##### Oracle Taleo Functional (Implementation) Specialist Mar 2015 to Mar 2019

* Responsible for Configuring, administration and implementation of Oracle Taleo Recruiting.
* Creation of Candidate selection workflow. Configured the Candidate Selection Workflows with Hiring process steps, Reviewing Steps and statuses, Qualifier groups and associating OLF and requisition type to the CSW.
* Manage and contextualize the OLF Foundation Data for CSW.
* Responsible for Configuring, administration and implementation of Oracle Taleo Onboarding.
* Creation of Requisition UDF’s, Candidate UDF’s, Onboarding UDF’s and Modifying Field permission in User Types as per the business needs.
* Design and Develop the custom message templates for Recruiting and Onboarding.
* New Forms Configuration for Recruiting and onboarding
* Configured onboarding New Hire Process and routed the steps as per process
* Provided support and solutions for issues pertaining to Taleo Recruiting and Onboarding
* Provided presentations to the solutions.
* Configuring User Accounts, User Groups, User-Type Setup, Coverage Areas and managing permissions according to Users.
* Creating and assigning Configuration Profiles to the Users.
* Configuring Requisition Approvals, Offer Approvals.
* Creating Job Templates, Questions, Evaluation Forms, rating scales
* Creating, Modifying message templates through Correspondence manager
* Creating Source, Adding the source for candidate sourcing
* Designing Onboarding Forms, Routing the steps as per process
* Creating Career Section Design, UDForms, Diversity Forms, Documents.
* Creating Application Flows in Career Sections
* Creating Approvals setup as per business process.
* Develop custom templates for offer letter
* Creating BI Reports and Dashboards
* Import data from legacy system to Taleo

**Technologies :** Taleo Recruiting, Onboarding, Career Sections, OOTB integration, BI Standard reporting

**Professional Attributes**

* Excellent problem solving and analytical skills,
* Strong organizational skills
* Ability to adhere to deadlines with reliability and accuracy,
* Ability to communicate effectively with business users, managers, peers, project teams, etc.,

Manager – Talent Acquisition Sept 2005 –Mar 2015

* Vast experience in defining and implementing talent acquisition strategies leading to improved business performance.
* Hire the best and top talent matching the needs of the business.
* Driven by analytics with strong focus on sourcing strategies, database mining, interview status

reports, offer conversion, social sourcing etc.

* Responsible for acquiring the right and best top talent keeping the cost and diversity under control.
* Lead the Talent Acquisition team of 3 to 5 and involved extensively in planning and prioritization of end-to-end recruiting functions and vendor management activities.
* SPOC for referrals and conducted referral campaigns across the three GDC locations.
* SPOC for referrals orientation to new joiners.
* Handled the Key CoP hiring for Oracle Cloud Fusion, Oracle Apps Functional, Oracle Apps Technical, DBA’s, and was responsible to build the practice over years.
* Expertise in the entire recruitment life-cycle right from obtaining the Requisitions, sourcing the candidate, prescreening, technical interviews, negotiations and closing the hire.
* Involved in all aspects of hiring - Niche, Executive Leadership hiring & volume based (across all levels).
* Proactively build resumes pipeline for regular requirements and also develop resume pool for rare skills.
* Expert in recruiting sourcing techniques like Head Hunting, Cold Calling, Networking and Social Media Recruiting.
* Expert in using Oracle Taleo application to plan, strategize and maintain database for fulfilling all open RRF's across the locations to ensure efficient recruitment delivery.
* Setting up scalable operations and build network to fulfill just-in-time, high caliber and bulk recruitments.
* Manage and supervise end-to-end Recruitment cycle.
* Conduct the “Meeting the Top Talent” initiative to meet the business demands.
* Mentored and driven the team to cater to multiple requests and fulfilling them through stringent deadlines and just-in time hires environment.
* Fostered team development and team appraisals.
* Worked closely with the Internal - Sales, Practice & Delivery Heads across the CoP’s for better understanding of their current, forecast, plan manpower requirements, implemented effective recruitment methodologies and strategies.
* Spoke to each candidate at length and negotiated well with candidates and on-boarded right quality of resources within salary bands keeping goals of the organization in mind.
* Built strategies using cost-effective & efficient Resource planning through Employee Referrals, Cold Calling, Headhunting, Networking, Social Websites, Job Portals, Newspaper Advertisements.
* Presenting weekly / monthly / quarterly hiring dashboard to the stakeholders.
* SPOC for managing Jobs for posting and maintaining the candidate inflow on Careers Website, Job Portals, and LinkedIn through Oracle Taleo.
* Collects Market intelligence info which helped in networking / head hunting
* SPOC for “New Hire Buddy” for the joiners
* Launched Referral Contest, Conducted Roadshows on Referral, Introduced Social Media Referral Champions program, improved the Turnaround time in responding and closing the referrals.
* Was part of “We are here to WIN” initiative that has lead the organization win Great Places to Work in 2017.
* Achieved 20% of hires through referrals, 40 % hires through Head Hunting and social networking and 15% through vendors’ hires and 25% through internal database and Job portals.
* Hired high quality resources that helped organization retain its competitive edge.
* More than 30% of hires were focused to hire on Region Diversity.
* 66% of talent were hired from Tier1 and Tier 2 at the right cost
* 25% of the hires were focused to hire on Gender Diversity

Oracle Taleo End User Administration Jan 2012 – Mar 2015

* OBI report extracts from Taleo.
* Posting requisitions on Career Sections.
* Maintaining the database
* Creating requisitions, Adding ACE questionnaire, Competencies.
* Creating Pre-Screening Questionnaire for candidates with ACE Alert
* Requesting Requisition approvals from Hiring Manager.
* Creating offer and Extending Offer through Offer Templates.
* Requesting Offer approvals from CoP Heads.
* Capturing response of the Candidate and start Onboarding transitions
* Run Reports using OBI Reporting Tool

### ***SQL Star International***

##### Senior Executive - Resourcing Dec 2004 – Aug 2005

* Handling entire end-to-end recruitment cycle for the Software Projects Division.
* Hired extensively on Oracle CRM, Apps DBA, Oracle Apps, Data warehousing, SAP, Siebel CRM, SQL Server DBA, Informix DBA, Microsoft Technologies, and Testing Tools.
* Responsible for business coverage in Hyderabad.
* Responsible for Client Relationship Management, Account Management, Consultant Relationship Management.
* Managed client interactions, performed requirement analysis and generated new requirements
* Provide MIS reports & inputs on requirement handling, database updation, profitability and emerging requirements to Management.
* Provide professional staffing services to Domestic clients.
* Build, Manage, Lead and Direct a team of Resourcing Executives, trainees catering Domestic requirements
* Ensure building a skill-wise active candidate database through various sourcing strategies, channels (direct, internet, job portals, referrals, research, networking, vendors etc.)
* Sourcing the profiles through head hunting, references – contacts & job boards
* Negotiate rates with client and consultants, search, shortlist, interview and present candidates to clients.
* Raising the invoice to the client every month by tracking the timesheets of the consultants.
* Responsible for the account management.
* Build and Strengthen Key relationships with functional leadership and key leaders
* Closely monitor to ensure high joining ratio to improve productivity.
* Ensure maintenance & adherence to all (Clients, vendors, candidates etc.,)

### ***itjobsandjob.com***

##### Senior Executive Jan 2001 – Jun 2003

* Responsible for the entire recruitment life cycle
* Responsible for the Client Management & Candidate Management
* Procuring the requirements from the client
* Sourcing the profiles through head hunting, references and contacts
* Shortlisting the prospective candidates and conducting the first level of interview
* Sourcing the shortlisted profiles to the client.
* Follow up with the client as well as with the candidate
* Raising the invoice as soon as the candidate is selected.

Education and Certifications

* Master in Business Administration
* Bachelor of Commerce

**Certifications**

* Oracle Certified Implementation Specialist
* Critical Behavior Interviewer Certified
* Train the Trainer Certified

**Programs**

* Emerging Leadership Program , Hitachi Consulting
* The Leadership Challenge Workshop Program, Hitachi Consulting
* Pathways member - Toastmasters International

**Publications**

* **Authored article titled** “Attracting Passive Talent through Oracle Taleo Social Sourcing Employee Referrals” that has been featured in UKOUG – Oracle Scene (a renowned UK based Oracle Technology magazine) in Winter 2016 edition.
  + <http://viewer.zmags.com/publication/a9b6bcea#/a9b6bcea/62>
  + <http://viewer.zmags.com/publication/a9b6bcea#/a9b6bcea/66>
* **Authored article titled** “Improving the Employer and Candidate Experience with Oracle Talent Acquisition Cloud (OTACS) and Best Practices” that has been featured in UKOUG – Oracle Scene (a renowned UK based Oracle Technology magazine) in Winter 2017 edition.
  + <http://viewer.zmags.com/publication/07098028?lipi=urn%3Ali%3Apage%3Ad_flagship3_profile_view_base%3BELc2ydrlRFOKdHSEZvz55g%3D%3D#/07098028/50>
  + <http://viewer.zmags.com/publication/07098028?lipi=urn%3Ali%3Apage%3Ad_flagship3_profile_view_base%3BELc2ydrlRFOKdHSEZvz55g%3D%3D#/07098028/52>
* Selected and invited as a speaker for OHUG Global 2017 Conference (Orlando, Florida) for two article submissions.
* **Authored article titled** “How Employers Benefit through Blockchain” that has been featured in UKOUG – Oracle Scene (a renowned UK based Oracle Technology magazine) in Winter 2018 edition.
  + <http://viewer.zmags.com/publication/568ef12d#/568ef12d/26>
  + <http://viewer.zmags.com/publication/568ef12d#/568ef12d/28>
* **Authored article titled** “Using Oracle Recruiting Cloud to Hire Talent During Pandemic’” that has been featured in #PTK (Pass the Knowledge - UKOUG – magazine (a renowned UK based Oracle Technology magazine) in Summer 2020 edition.
  + <https://ukoug.org/page/issue73apps> (on the 21st page)

Awards & Recognitions

* Customer Excellence Award – Annual Award
* Oracle Cloud Customer Connect – Gold Crown badge

[https://ora-fusion-apps.custhelp.com/euf/assets/certificates/2020-09-14/1c482cc1fe-Kapil%20K%20Somawaram--2020-09-14.pdf](https://ora-fusion-apps.custhelp.com/euf/assets/certificates/2020-09-14/1c482cc1fe-Kapil%20K%20Somawaram--2020-09-14.pdf%20)

* Hitachi Top Social Ambassador recognition
* Critical Hiring Specialist Award – Quarterly Award
* Teacher’s Day award
* Excellence in Service Award
* Appreciation Letter from CEO
* “We Are Here To Win” - Certificate of Appreciation
* Customer Delight – Team Award
* Recruitment – Team Award
* SASCON – Award
* Received appreciations from Clients and Onsite teams.

LinkedIn Profile

[**https://www.linkedin.com/in/kapilsomawaram/**](https://www.linkedin.com/in/kapilsomawaram/)