**ANIL KUMAR A**

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**CAREER OBJECTIVE:**

To be a part of an organization that allows me to explore and learn new concepts of business, that bestows on me the confidence to accomplish and undertake challenges in the future. Long term relationship and understanding the company and its objective I would constantly learn and successfully deliver solution to the problems.

**EXECUTIVE SUMMARY:**

* I am a confident, creative and qualified Technical Recruiting professional with over 8 years of distinguished performance in the IT industry.
* Having very good experience in domains like Banking & Financial, Healthcare, Federal, Educational, Media, Insurance, Social Networking, Telecom, Infrastructure.
* Worked for the clients like City of Philadelphia, Pearson Education, Dow Jones, Siemens, State of NJ, State of Michigan, Amerisource Bergen, Ispen Pharma, Venn Health Partners, State of Georgia, Lincoln Financial Group, LinkedIn, Amazon, BSC (Blue Shield of California), Facebook, SCIF (State Compensation Insurance Fund), Visa, Expedia, Concur, TCS, IBM, Infosys, Wipro, AT&T, Mindtree, Mphasis, L&T Infotech.
* Having experience in VMS (Vendor Management System) like Beeline, Fieldglass, Wand Pro Unlimited, eTemp, GBams (TCS), Wipro and IBM vendor management system.
* Have experience with Applicant Tracking System like Bullhorn, Job Dive.
* Having experience in attending Supplier calls to understand what exactly Hiring Managers is looking for an ideal candidate for their team. Preparing Supplier call notes for future use which gives better idea to source the best qualified candidates for that particular requirement.
* Broad-based background includes exceptional work ethic and commitment to organizational objectives within a highly competitive and rapidly changing marketplace.
* Have experience with job boards like Dice, Monster, CareerBuilder, TechFetch and professional social networking site LinkedIn.
* Experience in IT recruitment (US Process), working on W2 and Corp to Corp requirements from Direct Clients.
* A service-oriented team player who is driven by providing meaningful solutions.
* Full life cycle recruitment focusing IT and non-IT requirements from direct clients.
* Recruited qualified candidates in low turn-around time.
* Effective communication, problem solving, candidate sourcing, and interviewing skills.
* Provide analytical and well documented recruiting reports to the rest on daily requirements.
* Acts as a point of contact and build influential candidate relationships during the recruitment process
* Developing and maintaining a working-level understanding of assigned client’s industries, company culture, products/services and strategic communication plan.
* Proactively communicating with clients on a daily basis in a professional, efficient manner.
* Attending the needs of the client and continually seeking ways to add value to the client-agency relationship.
* Obtains full job requirements from the client.
* Recruited consultants ranging from Team members to Project Managers focused on almost all the technologies.
* Proficient in Sourcing candidates using Job sites, Internet searches, database searches, referrals and third-party sub-contractors.
* Proficient at all stages of the recruitment process involving qualifying resumes and overall personality match for client requirements, phone screens, reference checks, presenting resumes to the clients, arranging client interviews, maintaining relationship with consultants and sub-contractors, negotiating contracts for services and managing salary negotiations.
* My technical background helps me in recruiting by understanding requirements, client’s expectations and consultants.

**PROFESSIONAL EXPERIENCE:**

**SmartIMS April 2018 – Sept 2019**

**Sr. Technical Recruiter**

* Responsible for supporting the clients in filling their IT contract and fulltime positions.
* Recruited for IT contract and fulltime positions for the clients. Used a mix of sourcing methods to identify the right candidate for the positions Pre-qualified and presented the candidates to the clients ensuring the skill and cultural fit.
* Worked for clients like City of Philadelphia, Pearson Education, Dow Jones, Siemens, State of NJ, State of Michigan, Amerisource Bergen, Ispen Pharma, Venn Health Partners, State of Georgia, Lincoln Financial Group.
* Understanding the requirement: Whenever a requisition is open, understanding the requirement, the role, etc. in detail from the account managers or the person concerned. This is extremely essential for effective filtering of resumes.
* Resume sourcing: Sourcing resumes from the Company’s Databank, Employee Referrals, Job Portals (Monster, Dice etc.) based on the requirement.
* Choosing the best source & also ensuring that the recruitment process is faster.
* Effectively recruiting qualitative manpower in a cost effective and timely manner.
* Resume filtering: Filtering the resumes on the criteria of Skill Set, Years of Experience, Location, Projects worked on, Organizations worked with, Salary Expectations, Education, etc.
* Salary Negotiation: Effective salary negotiating skills considering the Bill rate, market conditions and proficiency level of the candidates.
* Interview scheduling: As soon as a candidate is short listed, ensuring to call the candidate and get a confirmation for an interview at the earliest, while checking the availability of the interview panel before scheduling any interviews.
* Follow Up: Keeping in touch with the candidates constantly ensuring that they are not avoided. Maintaining a good rapport with the candidate.
* Worked with VMS’s like Fieldglass, VectorVMS, IQ Navigator.
* Has working experience with Conrep (Applicant Tracking System).
* Experienced in dealing with candidates with various work authorizations like US Citizens, Green Card holders, H1B candidates, Candidates with EAD and TN Visa’s etc.

**Latitude36 Inc. Aug 2017 – March 2018**

**Talent Pipeline Specialist/Sr. Technical Recruiter**

* As a Talent Pipeline Specialist sourcing the qualified profiles as per the client’s requirements.
* Sourcing for the future requirements which are getting released by the customer frequently.
* Sourced for the Visa Inc. requirements.
* As a Technical Recruiter, will be serving Client’s requirements on regular basis.
* Developing and maintaining a working-level understanding of assigned client’s industries, company culture, products/services and strategic communication plan.
* Attending the needs of the client and continually seeking ways to add value to the client-agency relationship.
* As a Technical recruiter, I am responsible for supporting the clients in filling their IT contract and fulltime positions.
* Recruited for IT fulltime and contract positions for the clients. Used a mix of sourcing methods to identify the right candidate for the positions Pre-qualified and presented the candidates to the clients ensuring the skill and cultural fit.
* Worked for direct clients like Visa, LinkedIn, Amazon, BSC (Blue Shield of California), Facebook, SCIF (State Compensation Insurance Fund), Expedia, Concur.
* Understanding the requirement: Whenever a requisition is open, understanding the requirement, the role, etc. in detail from the VMS or the person concerned. This is extremely essential for effective filtering of resumes.
* Has working experience with VMS like Beeline (LinkedIn, Amazon, and BSC), Fieldglass (Visa), Wand Pro Unlimited (Facebook).
* Has working experience with Bullhorn (Applicant Tracking System).
* Having experience in attending Supplier calls to understand what exactly Hiring Managers is looking for an ideal candidate for their team. Preparing Supplier call notes for future use which gives better idea to source the best qualified candidates for that particular requirement.

**Hadron Technology Solutions July 2016 – July 2017**

**Sr. Technical Recruiter / Account Manager**

* As Account Manager Provide analytical and well documented recruiting reports on daily requirements.
* Acts as a point of contact and build influential candidate relationships during the recruitment process
* Developing and maintaining a working-level understanding of assigned client’s industries, company culture, products/services and strategic communication plan.
* Proactively communicating with clients on a daily basis in a professional, efficient manner.
* Attending the needs of the client and continually seeking ways to add value to the client-agency relationship.
* Obtains full job requirements from the client.
* As a Technical recruiter, I am responsible for supporting the clients in filling their IT contract and fulltime positions.
* Recruited for IT fulltime and contract positions for the clients. Used a mix of sourcing methods to identify the right candidate for the positions Pre-qualified and presented the candidates to the clients ensuring the skill and cultural fit.
* Worked for prime vendors like SysLogic Tech, TAAL Tech.
* Understanding the requirement: Whenever a requisition is open, understanding the requirement, the role, etc. in detail from the account managers or the person concerned. This is extremely essential for effective filtering of resumes.
* Resume sourcing: Sourcing resumes from the Company’s Databank, Employee Referrals, Job Portals (Monster, Dice, Career Builder, TechFetch, etc.) based on the requirement.
* Choosing the best source & also ensuring that the recruitment process is faster.
* Effectively recruiting qualitative manpower in a cost effective and timely manner.
* Resume filtering: Filtering the resumes on the criteria of Skill Set, Years of Experience, Location, Projects worked on, Organizations worked with, Salary Expectations, Education, etc.
* Salary Negotiation: Effective salary negotiating skills considering the Bill rate, market conditions and proficiency level of the candidates.
* Interview scheduling: As soon as a candidate is short listed, ensuring to call the candidate and get a confirmation for an interview at the earliest, while checking the availability of the interview panel before scheduling any interviews.
* Follow Up: Keeping in touch with the candidates constantly ensuring that they are not avoided. Maintaining a good rapport with the candidate.
* Experienced in dealing with candidates with various work authorizations like US Citizens, Green Card holders, H1B candidates, Candidates with EAD and TN Visa’s etc.

**IDC Technologies Pvt. Ltd. Jan 2015 – Jun 2016**

**Sr. Technical Recruiter (US Staffing)**

* As a Technical recruiter, I am responsible for supporting the clients in filling their IT contract and fulltime positions.
* Recruited for IT fulltime and contract positions for the clients. Used a mix of sourcing methods to identify the right candidate for the positions Pre-qualified and presented the candidates to the clients ensuring the skill and cultural fit.
* Worked for clients like TCS, Wipro, Infosys, Mphasis, Mindtree.
* Understanding the requirement: Whenever a requisition is open, understanding the requirement, the role, etc. in detail from the account managers or the person concerned. This is extremely essential for effective filtering of resumes.
* Resume sourcing: Sourcing resumes from the Company’s Databank, Employee Referrals, Job Portals (Monster, Dice, Career Builder, TechFetch, etc.) based on the requirement.
* Choosing the best source & also ensuring that the recruitment process is faster.
* Effectively recruiting qualitative manpower in a cost effective and timely manner.
* Resume filtering: Filtering the resumes on the criteria of Skill Set, Years of Experience, Location, Projects worked on, Organizations worked with, Salary Expectations, Education, etc.
* Salary Negotiation: Effective salary negotiating skills considering the Bill rate, market conditions and proficiency level of the candidates.
* Interview scheduling: As soon as a candidate is short listed, ensuring to call the candidate and get a confirmation for an interview at the earliest, while checking the availability of the interview panel before scheduling any interviews.
* Follow Up: Keeping in touch with the candidates constantly ensuring that they are not avoided. Maintaining a good rapport with the candidate.
* Experienced in dealing with candidates with various work authorizations like US Citizens, Green Card holders, H1B candidates, Candidates with EAD and TN Visa’s etc.

**Atlas Systems Pvt. Ltd. Aug 2013 – Dec 2014**

**Technical Recruiter (US Staffing)**

**Job Profile:**

* As a Technical recruiter, I am responsible for supporting the clients in filling their IT contract and fulltime positions.
* Recruited for IT fulltime and contract positions for the clients. Used a mix of sourcing methods to identify the right candidate for the positions Pre-qualified and presented the candidates to the clients ensuring the skill and cultural fit.
* Worked for IBM & AT&T.
* Understanding the requirement: Whenever a requisition is open, understanding the requirement, the role, etc. in detail from the account managers or the person concerned. This is extremely essential for effective filtering of resumes.
* Participated in client calls regarding any difficult requirements.
* Resume sourcing: Sourcing resumes from the Company’s Databank, Employee Referrals, Job Portals (Monster, Dice, Career Builder, TechFetch (Corp-Corp), etc.) based on the requirement.
* Choosing the best source & also ensuring that the recruitment process is faster.
* Effectively recruiting qualitative manpower in a cost effective and timely manner.
* Resume filtering: Filtering the resumes on the criteria of Skill Set, Years of Experience, Location, Projects worked on, Organizations worked with, Salary Expectations, Education, etc.
* Salary Negotiation: Effective salary negotiating skills considering the Bill rate, market conditions and proficiency level of the candidates.
* Interview scheduling: As soon as a candidate is short listed, ensuring to call the candidate and get a confirmation for an interview at the earliest, while checking the availability of the interview panel before scheduling any interviews.
* Follow Up: Keeping in touch with the candidates constantly ensuring that they are not avoided. Maintaining a good rapport with the candidate.
* Experienced in dealing with candidates with various work authorizations like US Citizens, Green Card holders, H1B candidates, Candidates with EAD and TN Visa’s etc.

**3i-Infotech (Work from Home) Oct 2012 – May 2013**

**Technical Recruiter (US Staffing)**

**Job Profile:**

* As a Technical recruiter, I am responsible for supporting the clients in filling their IT contract and fulltime positions.
* Recruited for IT fulltime and contract positions for the clients. Used a mix of sourcing methods to identify the right candidate for the positions Pre-qualified and presented the candidates to the clients ensuring the skill and cultural fit.
* Worked for L&T Infotech and 3i-Infotech (In-house)
* Understanding the requirement: Whenever a requisition is open, understanding the requirement, the role, etc., in detail from the account managers or the person concerned. This is extremely essential for effective filtering of resumes.
* Resume sourcing: Sourcing resumes from the Company’s Databank, Employee Referrals, Job Portals (Monster, Dice, Career Builder, Corp-Corp, etc.) based on the requirement.
* Choosing the best source & also ensuring that the recruitment process is faster.
* Effectively recruiting qualitative manpower in a cost effective and timely manner.
* Resume filtering: Filtering the resumes on the criteria of Skill Set, Years of Experience, Location, Projects worked on, Organizations worked with, Salary Expectations, Education, etc.
* Salary Negotiation: Effective salary negotiating skills considering the Bill rate, market conditions and proficiency level of the candidates.
* Interview scheduling: As soon as a candidate is short listed, ensuring to call the candidate and get a confirmation for an interview at the earliest, while checking the availability of the interview panel before scheduling any interviews.
* Follow Up: Keeping in touch with the candidates constantly ensuring that they are not avoided. Maintaining a good rapport with the candidate.
* Experienced in dealing with candidates with various work authorizations like US Citizens, Green Card holders, H1B candidates, Candidates with EAD and TN Visa’s etc.

**Connex Infosystems Inc. Mar 2011 – Sep 2012**

**Technical Recruiter (US Staffing)**

**Roles & Responsibilities:**

* As a Technical recruiter, I am responsible for supporting the clients in filling their IT contract and fulltime positions.
* Recruited for IT fulltime and contract positions for the clients. Used a mix of sourcing methods to identify the right candidate for the positions Pre-qualified and presented the candidates to the clients ensuring the skill and cultural fit.
* Understanding the requirement: Whenever a requisition is open, understanding the requirement, the role, etc., in detail from the account managers or the person concerned. This is extremely essential for effective filtering of resumes.
* Resume sourcing: Sourcing resumes from the Company’s Databank, Employee Referrals, Job Portals (Monster, Dice, Career Builder, Corp-Corp, etc.) based on the requirement. Choosing the best source & also ensuring that the recruitment process is faster. Effectively recruiting qualitative manpower in a cost effective and timely manner.
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* Follow Up: Keeping in touch with the candidates constantly ensuring that they are not avoided. Maintaining a good rapport with the candidate.
* Experienced in dealing with candidates with various work authorizations like US Citizens, Green Card holders, H1B candidates, Candidates with EAD and TN Visa’s etc.

**EDUCATION:**

* B.Tech (Computer Science & Engineering) from J.N.T University.

**TECHNICAL SKILLS:**

Windows 2000 (MS Word, MS Excel, Outlook, MS PowerPoint), Linux, SQL Server.

**SKILLS WORKED ON:**

* ERP: - SAP (ABAP, ABAP-HR, ABAP Web Dynpro, ABAP Workflow, HCM-HR), BI, SD, MM, MDM etc.
* Storage and Backup (SAN, NAS).
* Mainframe Storage, Mainframe system Programmer.
* Data Warehousing: ETL, Informatica, Business Objects, BI
* Database: Oracle 8i, 9i, 10g, SQL Server 2000/2005/2008/2012.
* System Administrator (Windows, UNIX, Linux, VMware), Lotus domino admin, Network Engineer, TAS (UNIX and Windows)
* PMP (Project and program management professional), ITIL infrastructure.
* Java, .Net, PHP, Oracle, SQL, Developer.
* Business Analyst, QA, QTP
* Database Administrators (Oracle, SQL Server, DB2)
* Middleware: Tibco, MQSeries, Web Logic

**EXPERIENCE WITH DOMAINS:**

* IT
* Banking & Financial
* Federal
* Educational
* Media
* Telecom
* Infrastructure
* Healthcare
* Automobile
* Retail

Anil Kumar A