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| sanddeep pittla Phone: +91 7337579994Email: pittlasanddeep@gmail.com LinkedIn Profile: <https://www.linkedin.com/in/sanddeep/> |
| * Experienced, Dynamic and results-oriented HR Corporate IT Technical and Non IT Recruiter with extensive experience in HR domain specifically Recruitment and Retention, Strategic Planning, Talent Development, and Performance Management.
* Practiced in developing and establishing strategic recruitment strategies, engaging with social media, identifying/recruiting appropriate talent, and achieving recruitment objectives.
* Accomplished in planning, coordinating, and managing HR programs, supervising operations/resources, and promoting company missions and values*.*

**Recruiting Tools:**LinkedIn Recruiter | Monster Talent CRM | Naukri| Vendors| Campus| Dice| Career Builder**Recruitment Skills**

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| * Talent Assessment & Acquisition
* Candidate Sourcing & Screening
* Advanced Boolean Searches
* Exempt & Non-Exempt Staffing
 | * Executive Recruiting
* High-Volume Staffing
* Offer Negotiations
* Placement & Onboarding
 | * ATS & Recruiting Software
* Social Media Recruiting Tools
* Employment Law & HR Affairs
* Client Relationship Management
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| Work Experiences:June’19 – To PresentSr. Business Development MANAGER, **qentelli*** Involved in End to End recruitment for US region.
* Interacting with Business Heads to understand job requirements.
* Sourcing candidates directly in the marketplace and developing candidate pools within their respective market streams.
* Coordinating interviews with Business Heads/ defined panels.
* Continues interaction with candidate until the time the candidate joins the organization.
* Responsible for managing to hire using appropriate strategies to ensure the best quality of hire and cost per hire Develops networks of people and processes to support a strong pipeline of qualified candidates.
* Working on hiring for high volume positions and/or jobs that are administrative or operational or internal in nature Conducting Recruitment Drive on weekends.

**Responsibilities:**

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| * Leadership Hiring
* Detailed Job Descriptions
* Job Ads & Online Postings
* Pre-Employment Testing
 | * Technical Hiring
* Talent Pool Sourcing
* Candidate Pre-Screening
* Behavioural-Based Interviewing
 | * Reference Checks
* Contract Negotiations
* Orientation & Onboarding
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| Apr 2017 - May 2019 Business Development Manager, w3Global * We were emplaned with most IT firm in US.
* Handling Client requirements, Opening new positions.
* Using different Job Portals like Dice, Career Builder, Monster.
* Social Networking: LinkedIn
* Worked with employment Temp, Perm & Contract to Hire
* Well aware in working with benefits like 401(k) & 403(b) and other insurances plan.
* Responsible for full life cycle recruiting, including sourcing, interviewing, qualifying and placement of a full range of IT and Non-IT candidates for contract, contract to perm and direct hire positions on w2 hourly/salaried work type.
* Defining job descriptions and short-listing candidates based on the requirement, technology, skillset, experience, and education.
* Collaborating with hiring managers to understand their hiring needs and goals.
* Leverage multiple sourcing strategies and channels including external network, job boards, and internal referrals to provide high-quality candidates for open positions.
* Working extensively in **ATS: Job Diva, Talent Pathway**, update records and submit deserving candidates to the clients.
* Responsible for the first-round telephonic screening of the profiles and communicating with all candidates on a regular basis and arranging & conducting interviews.
* Screening resumes, interviewing qualified candidates, evaluating skill level, managing offer process, reference checks, and making salary recommendations.
* Responsible for checking references, negotiating terms and rates for each project, coordinating the interview process, extending offers, and closing candidates.

May 2014 - Jul 2017 (3years 3 months)JR. Human Resources, UDYOGAH INDIA PRIVATE LIMITED* Worked on requirements from technical architects to the customer service position.
* Worked with Workday.
* Mainly worked on IT requirements and also had a hand on experience working with functional requirements.
* Identified the resume that matches the client requirements, through Collabera dashboard, job portals, vendors, contacts, database, third parties and posting the requirements on the web sites.
* Extensively used boolean search/ key-string search in order to find the best match decreasing the response time as per the client demand.
* Interviewed the candidates in regarding their experience, technical skills, communications skills, availability for project, salary (hourly/ annual) negotiations, to achieve equilibrium between rate quoted by consultant and rate offered by the client.
* Practiced keen attention to detail and character judgment to pre-screen candidates before sending them to interviews.
* Often coordinated with hiring managers to define their needs and timelines.
* Used creative sourcing strategies to identify qualified candidates to present to the clients determined qualifications of candidates through an interview like communication before sending to the hiring manager
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| EducationIIPM, Hyderabad |BBA in Human Resource Management, Pass out 2013 |