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| sanddeep pittla  Phone: +91 7337579994  Email: [pittlasanddeep@gmail.com](mailto: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**   |  |  |  | | --- | --- | --- | | * 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:**   |  |  |  | | --- | --- | --- | | * 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 | |
| Apr 2017 - May 2019Business 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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| Education  IIPM, Hyderabad |BBA in Human Resource Management, Pass out 2013 |