Sai Vamsi Krishna

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CORE COMPETENCIES

Talent Acquisition

Salary Negotiations

HR Discussion

Stakeholder Management

Vendor Management

PROFESSIONAL PROFILE

- ❖ A Competent & Versatile HR Professional with nearly **5 years** of comprehensive experience in handling entire gamut of functions involved in **IT & Non IT Recruitment.**
- ❖ Expertise in Sourcing, Initial screening, Interview co-ordination, HR Discussion, Salary Negotiation, follow-up, Releasing offers and Vendor Management (vendor meeting, sharing requirement to vendors, communicating the short-list status, sharing the final select lists).
- ❖ Excellent in sourcing and pre-screening the candidates against Niche requirements.
- ❖ Skill-full in interacting with stakeholders of all levels like Managers, RMs, Vendors and Business Heads.
- ❖ A team player with strong interpersonal skills and a can do attitude.

KEY ACHEIVEMENTS

- ❖ Consistently been a" **Top Performer**" inevery Organization I have worked for.
- ❖ Closed "**100 + Positions"** in Karvy.
- ❖ Proficient in Handling Multiple Requirements along with strong sourcing Skills.

Areas of Expertise

IT: **Data Science, Machine Learning, Analytics, Networking, Telecom, Embedded, SAP, IBM Middleware Technologies & all other IT Requirements**

Non IT: Equity Analyst, Technical Analyst, Product Manager, Operations Manager, Insurance Operations, Solar, Company Secretary, CA, Financial Analyst, Product Marketing& all other Non IT Requirements.

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**Product Hiring(Technical Recruitment) - Niche & Leadership Hiring for
SDM, TPM, Principal Architect, Lead Engineer, Solution Architect, SSE,SDE e.t.c.**

Clients (Product Based) – UBER, Amazon, Thought Spot, JDA, Cloudera, Meesho.

WORK EXPERIENCE

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Adaequare Info, Hyderabad

Sr Technical Recruiter   **March'20 to June'20**

☞ Sourcing the right profiles through Job portals, Linkedin, Employee referral, Social media, Networking, and Headhunting.

☞ Strong experience in Technical Recruitment.

☞ Hiring for Niche & Specialized Skills like SDM, TPM, Java Cloud Developer, Full Stack, Devops, Mean Stack UI UX Architect, Principal Architect, Lead Engineer, Solution Architect, SSE, SDE e.t.c.

Eidiko Systems Ltd, Hyderabad

Sr IT Recruiter   **Dec'18 to Sep'19**

Recruitment (Roles and Responsibilities):-

☞ Sourcing the right profiles through job portals, employee referral, social media, networking, and head hunting.

☞ Strong experience in **End to End recruitment(Sourcing , Screening, Interview Coordination, HR Discussion, offer negotiation, Reference Check, Document collection, BGV, Offer Release to till candidate On boarding)** .

☞ Recruiting all levels of Bandsin skills like (Technical Lead, IIB Developer, Data Power, API Connect, Web Logic Admin, Xamarin Developer, Oracle DBA, Full Stack Developer, Java Developer, Delphi, Pega , Senior Engineer, Technical Leads, Project Leads, and Operations Managers).

☞ Strong experience in hiring for all IT requirements.

☞ Develop close partnership with the Talent acquisition leads to ensure recruitment is consistent with the business goals.

☞ Providing recruitment reports to Recruitment Head and Business Head.

☞ Involved in **internal Job postings**, **employee referrals**, organizing and coordinating **recruitment drives** & maintaining recruitment trackers.

☞ Responsible for **Offer discussion, negotiation and Offer generation**.

☞ Developing and maintaining open communication among management and candidates.

☞ Aggressive enough to close on positions & ensure the work is done within the SLA defined.

☞ Preparing report & maintaining candidate's database in Excel.

Karvy Stock Broking Ltd, Hyderabad

HR Executive   **April'17 to Oct'18**

Recruitment (Roles and Responsibilities):-

- ☞ Sourcing the right profiles through job portals, employee referral, social media, networking and headhunting.
- ☞ Recruiting for roles like (Lead Data Scientist,Sr Data Scientist, Data Scientist, Xamarin Developer, Mean Stack Developer, UI Developer, Dot Net Developer, Lead Developer, Engineers, Senior Engineer, Technical Leads, Project Leads, Assistant Managers, Deputy Managers, Project Managers,Architects,Service Delivery Managers, Department Heads and Operations Managers.
- ☞ Strong experience in hiring for all IT & Non IT requirements.
- ☞ Develop close partnership with the Talent acquisition leads to ensure recruitments consistent with the business goals.
- ☞ Providing recruitment reports to Recruitment Head and Business Head.
- ☞ Involved in internal Job postings, employee referrals, organizing and coordinating recruitment drives & maintaining recruitment trackers.
- ☞ Responsible for Offer discussion, negotiation and Offer generation.
- ☞ Developing and maintaining open communication among management and candidates.
- ☞ Aggressive enough to close on positions & ensure the work is done within the SLA defined.
- ☞ Preparing report & maintaining candidate's database in Excel.

Stakeholder Management (Roles and Responsibilities):

- ☞ Stakeholder Management by Partnering with the department head & Operational heads to decide on the recruitment strategies.
- ☞ Interacting with the respective hiring managers & and work out the realistic projection / forecast along with the skill and numbers to maintain closures turnaround time.
- ☞ To identify and understand the pain points of the hiring managers and address them to minimize escalations.
- ☞ To show the pathway of demand and supply of the availability of the skills with regard to constraints of quality hire.

Acesoft India Pvt Ltd, Bangalore

Sr IT Recruiter   **May '14 to Apr '16**

- ☞ Involved in End – End Recruitment for Strategic and Client Specific.
- ☞ Sourcing the relevant profiles from the Internal Database, References and Networking, and by online recruitment services like Job portals (Naukri.com, Monster.com) and Social Media like LinkedIn.
- ☞ Screening and short listing the profiles according to client requirement based on Languages, Database, Operating Systems, Different tools expertise, Domain expertise and Target companies.
- ☞ Conducting Telephonic Interview (to check Communication skills, project experience, cost, notice period and other related factors).
- ☞ Scheduling the interview (T-Con, F2F and Skype).

- ☞ Working with Managers on all staffing related issues, such as recruitment, selection of the candidates, salary negotiations and closing the candidates.
- ☞ Preparing the recruitment strategies with team members.
- ☞ Assigning the requirements to the team and fulfilling the clients requirements by submitting the best fit profiles
- ☞ Keeping in touch with the offered candidates and keeping them well informed till the time they join.
- ☞ Maintain daily, weekly & monthly reports.

Clients Worked for:

Cisco, Robert Bosch, IBM, Mindtree,UTC ,LinkedIn, Polaris, Wipro, Infinite(IBM),TCS ,LG CNS, Cyient, Birla Soft, Echidna, Teclever, Space Time Insight, Iconcept, Fixtream(a Techmahindra Company),Neo Bytes, Source Bits, Etc....

MIS:
- Preparing weekly, monthly and Quarterly reports on recruitment.
- Maintaining necessary trackers to provide updates regarding daily work like Candidate tracker, interview tracker, potential offer candidate tracker, database of sourced profiles skills wise.
- Maintaining a systematic and comprehensive database of all candidates working in the relevant area.
- Maintaining pipeline reports of joining candidates.

EDUCATIONAL DETAILS

Qualification	University	Percentage	Year
MBA	BVRIT, Narsapur	67	2013
B.Tech(ECE)	Ellenki College of Engg& Tech , Hyderabad	58.50	2009

PERSONAL DETAILS

- Date of Birth : 19thApril 1989
- Gender : Male
- Marital Status : Unmarried
- Languages Known : English, Hindi and Telugu

DECLARATION

I hereby declare that the above information is true and correct.

Date:

Hyderabad