**Pedda Babu S** spbabu.profile@gmail.com

+91 778 055 8407

**Looking for REMOTE roles only**

**Professional Summary:**

* Over 14+ years of experience: 12+ years of US IT Staffing experience and 2+ years of IT software testing experience.
* Experienced in placing resources for US based direct customers.
* Experienced as an IT Recruiter / Sales with full-life-cycle.
* Self managed with ability to work on multiple positions with diverse criteria.
* Recruit qualified candidates to meet established hiring targets in a timely manner and also placing bench consultants based on their skills in a timely manner.
* Techniques include database and internet searches, postings and social networking.
* Clear understanding of business procedures and ability to work as an individual and as a part of team.
* Strong analytical and organizational skills
* Known for timely and accurate work submitting only qualified candidates to clients
* Strong understanding of technical requirements.
* Profound ability to research and tap existing resources and to create new ones.
* Immense talent and willingness to learn and grasp new skills
* Software: All Windows operating systems, Microsoft Word and Excel
* Strong Communication and Interpersonal skills and a combined team player / Leader and quick learner.
* Ability to handle multi tasks.

**Areas of interest:**

* Bringing new US based Direct Customers to organisation.
* Marketing bench resources based on their skills, placing them for long term projects for good clients in very short time.
* Resume Sourcing from various US Job portals (Dice,Monster,Corp-Corp etc.,.) and Social Networking Sites (Facebook,Linkedin etc.,.)
* Complete Recruitment Cycle and maintaining the Database.
* Working beyond the expectations of the organization and showing the concrete

Results.

* Giving the hundred percent performance and achieving the goals of the Organization.

**Professional Experience:**

**Tekniti LLC / Teknaux LLC, GA Feb 2014 – Till Date**

**Resource Manager / BDM**

**REMOTE (Work From Home- India)**

* Getting new US based direct customers and placing bench strong resources to them based on requirements.
* Extensively worked as IT Resource Delivery Manager (Sales).
* Getting the requirements / Bench Consultants from Managers or Business Development managers.
* Working with all consultants such as Citizen, GC , H1B ,TN1 and EAD's (EAD-GC).
* As an IT Sales Executive, placing the bench consultants based on their skill set to the best clients for long duration projects.
* Internet Based Sales / Recruiting using Monster, Dice, Techfetch, Career Builder etc.
* As a Technical Recruiter, responsible for the full hiring cycle, including sourcing; pre-screening; negotiating compensation packages and coordinating technical managerial interviews.
* Working in all kinds of technologies such as ERP’s like Oracle Applications, SAP, PeopleSoft, CRM, Java, Dot Net, QA, BA etc.
* Provided quality recruitment services via the recruiting life cycle, screening and interviewing candidates, negotiated and established terms of agreements with consultants for the purposes of securing and filling job orders; closed deals.
* Personally interviewed each candidate before submittal, checked references.
* Gathering all information about the consultant like if Citizen SS#, if GC or permanent resident SS#, If H1 then SS# and H1 # (EAD#) and best number to reach them.
* Experts in reformatting candidate or consultant resumes according to the client style.
* Submitting Resumes in time with quality.
* Acting as a point of contact to the consultants and the vendors
* Training new recruits with job activities.

**TRUGlobal Inc / J2Logix Pvt Ltd, Bangalore Feb 2013 – Feb 2014**

**Lead Recruiter**

TRUGlobal is a Global IT Consulting and Professional Services company whose mission is to deliver the highest quality, leading-edge, and robust IT solutions that leverage the latest technologies and best of breed processes.

Working for Fortune 500 client

* Extensively worked with requirements like Oracle ERP - Oracle Apps Modules: Functional modules - Financials (AP,AR,GL) ,SCM (PO, OM, Inventory, BOM,WIP etc.), CRM(Sales, Marketing, Services etc.) ,Finance Functional - P2P & O2C cycles, and Technical – RICE components, PL/SQL, OAF frameworks etc.
* Responsible for the full hiring cycle, including sourcing; pre-screening; negotiating compensation packages and coordinating technical managerial interviews.
* Getting the requirements from Account Managers or Business Development managers.
* Understanding the requirement and searching for matching resumes.
* Working with all consultants such as Citizen, GC , H1B ,TN1 and EAD's (EAD-GC).
* Internet Based Recruiting using Monster, Dice,Techfetch,Career Builder etc.
* Working in all kinds of technologies such as ERP 's like Oracle Applications,SAP,PeopleSoft, CRM, Java, Dot Net, QA, BA etc.
* Provided quality recruitment services via the recruiting life cycle, screening and interviewing candidates, negotiated and established terms of agreements with consultants for the purposes of securing and filling job orders; closed deals.
* Personally interviewed each candidate before submittal, checked references.
* Dealing with the consultants those who hold any of the following Visas: H1B, GC, US Citizen and TN.
* Gathering all information about the consultant like if Citizen SS#, if GC or permanent resident SS#, If H1 then SS# and H1 # (EAD#) and best number to reach them.
* Experts in reformatting candidate or consultant resumes according to the client style.
* Submitting Resumes to Manager in time.
* Acting as a point of contact to the consultants and the vendors
* Training new recruits with job activities.

**Flatmind IT Solutions PVT Ltd** **Jan 2011 to Feb 2013**

**Client:Avani Technology solutions**

**Sr.US IT recruiter**

**Hyderabad**

Worked as US IT recruiter. Involvement in total recruiting process from getting requirements, understanding the JD, sourcing the right candidate from various job portals, scheduling the interviews and negotiations and closing the requirement. Had a good track record for getting regular PO’s in every month.

* Extensive experience in full life cycle recruiting methodology including but not limited to sourcing, pre-screening, interviewing, pre-closing, reference checking, salary or contract negotiations, closing, extending offers etc.
* Effectively recruited consultants through internet research, internal database (Send outs), Played a key role in consultant retention by maintaining employee and client relationships, monitoring productivity and handling personnel issues
* Took the initiative to obtain new leads and referrals from present and former consultants for contract, contract to hire and permanent assignments
* Recruited for a wide range of skilled disciplines including; Software Engineers, Developers, Network Engineers, DBA's, Unix Administrators, QA Testers, Business Analyst, Business Development Managers, Help Desk, as well as other technical professions.
* Created Excel sheets for management for analyzing data in multi-dimensional view using pivot tables.
* To ensure consultant satisfaction for smooth ongoing of completion of project looking in to HR and billing related issues.
* Tie-ups with other companies involved in similar business for Corporation-to-Corporation transfer of Consultant, W2 and 1099.
* Conducted candidate skills evaluation testing as required.
* Understand and resolve consultant issues and concerns. Coordinate travel, relocation and accommodation.
* Proficient in vendor management with Consultants, Job Boards, etc.

**Responsibilities:**

* Source and screen resumes, conduct phone interviews, recommend qualified candidates to hiring managers / BDM for interviews, check references, update candidates on the recruitment process, and negotiate and close desirable candidates in a very competitive talent market.
* Responsible for screening candidates to ensure their qualifications & skills meet open positions (Contract & Full time).
* Work closely with the client, give and take updates about candidate’s submissions, and other required information.
* Collect all value added sourcing and hiring information as needed.
* Submittals of the qualified candidates
* Develop continuous pipeline of candidates to provide backup.
* Utilization of Job boards and internal database to identify potential candidates.
* Present job opportunities to qualified candidates and negotiate contract terms.
* Use effective researching and sourcing strategies in Monster, Dice, Internet sourcing, networking, employee referrals, cold calls, and direct mailing & resume databases.
* Co-ordinate with other recruiters to ensure that as a team we rapidly identify quality candidates, reduce time to fill, build a diverse candidate database.
* Developed and maintained a network of contacts to help identify and source qualified candidates.
* Fulfill the client requirements by providing them best resources to Accounts manager / BDM.
Developing and maintaining vendor network.
* Frequent update to the immediate Manager with the daily & weekly reports.

**Reach IT Pvt LTD, Hyderabad** **June 2009 to Jan2011**

**US IT Recruiter**

* Having a experience in US Recruitment with extensive experience in sourcing, screening, interviewing and placing qualified candidates on IT projects at various clients (Facebook, Canon, and JPMC) and implementation partners.
* Hands-on experience in sourcing profiles forms various job portals like Corp-Corp, Monster, and Dice.
* Handling entire End-to- End recruitment process.
* Involving in recruiting cycle such as sourcing, screening, contacting, confirming, interviewing and placing qualified talent.
* Recruited for all IT skill sets across the United States
* Conducted needs analysis with hiring manager to determine skill set needed for project
* Sourcing consultants from personal network of IT Recruiters and consultants and able to successfully place them in the US.
* Used innovative ways to source candidates that include Internet searches, database searching, active referral generation, advertising and sourcing.
* Managing End to end IT Placement process with Clients/Vendors
* Worked with Third Party requirements.
* Used to maintain Consultant documentation in the database updated on a real time basis, all information regarding availability, pay ranges, duration, location, work status, skills, etc.
* Techno savvy and have a good understanding of technology.

 **Midwest Infotech Pvt Ltd Oct 2008 to June 2009**

**Client:GCC (Gulf Cooperation Council)**

**Software Tester**

**Bangalore**

**Description**:

The council is responsible for the guidelines that determine the health conditions necessary and required for incoming individuals who are recruited to work in the gulf countries based on the proposals of the Executive board of the Health Ministers Council for GCC States.

The Executive board of the Health Minister’s council for GCC states is the only authority which can approve or disapprove or stop or suspend or cancel its endorsement (permit, authorization) for any health center, in each of exporting countries of expatriates, in accordance to the conditions of these rules and regulations. The health center will follow up on its activities, its evaluation and ensure its adherence to the conditions, procedures, basic rules of physical examinations reported to them on behalf of the Executive board of the Health Ministers Council for GCC states.

**Responsibilities:**

* Derive and Design test cases for application based on requirements.
* Involved in performing Smoke, Adhoc, Functional and Regression Testing and also in review and execution of Test Cases.
* Interacting with developers for assisting them in identification and tracking of problem events.
* Involved in hosting the application for testing on the Testing Server.

**Environment**: Windows XP, .Net, Ms-Office, SQL Server 2005.

**Rapid Growth Solutions Aug 2007 to Oct 2008**

**Project: Vehicle Tracking System**

**Software Tester**

**Bangalore**

**Description**: The project is a quick and easy access to graphically displayed vehicle position in real-time and/or on demand bases. It is a fleet management solution, which monitors every vehicle, driver and journey in a fleet. It incorporates the range of high resolution maps to street level. Using this project, any organization can take a total control of its vehicles and boost its ability to manage its mobile and immobile assets.

**Responsibilities:**

* Derive and Design test cases for application based on requirements.
* Involved in performing Smoke, Adhoc, Functional and Regression Testing and also in review and execution of Test Cases.
* Interacting with developers for assisting them in identification and tracking of problem events.
* Involved in hosting the application for testing on the Testing Server.

**Environment**: Windows XP, .Net, Visual Basic, Ms-Office, SQL Server.

**Education:**

* Bachelors in Electronic and Communications, Anna University, 2005