**BATTHULA VIJAY**

**Contact: 8686286479**

**Email:** **vijaynovel123@gmail.com**

**Linkedin: https://www.linkedin.com/in/vijay-batthula-670894102/**

**CAREER OBJECTIVE:**

* A senior staffing or staffing management role with a progressive and growing firm that can take an advantage of my extensive skills and experience.
* Have hands on experience in recruiting and uploaded 100+ employee records and job assignments daily.
* Drove successful staffing results in difficult market.
* Acted as trusted advisor for client leadership team.
* Built teams to address strategic staffing issues.
* Offers negotiation and closing.
* Exceptional ability to understand business needs and build rapport with hiring manager.
* A good team player with excellent Communication, Interpersonal, Organizational and Leadership Skills, with the ability to work and adapt quickly to new environments.
* Transferred data to one database to other database for the candidate’s reference.
* Expert in sourcing candidates in portals Dice, Career Builder, Monster, Tech fetch and LinkedIn.

**PROFESSIONAL EXPERIENCE:**

**RARNA Software Solutions Pvt. Ltd. (WB Solutions LLC) April 2018 – Present**

**Talent Acquisition Lead Dec, 2018 – Present**

**Roles and Responsibilities:**

* Managing a team of eight Recruiters primarily working on IT requirements within US market.
* Worked in collaboration with Deputy Managers, submitting qualified candidates for very & Hard to fill Roles in different sectors of the IT & Non IT clients.
* Responsible for end to end recruitment activities
	+ Activities include – Client Account Management, Team handling, Resource Management Deliverables
* Hired qualified candidates to implement the Large Client Projects in various domains
* Responsible for negotiating contract rates (hourly or salary) with all new hires, negotiating rate cards for vendors and educating hiring managers on current market rates and their internal equity
* Responsible for meeting team targets (monthly submittals, interviews and hires).
* Ensured all data is in the Applicant tracking tools and the profiles submitted in the VMS are in line with the VMS requirement: Summary, Notes, bill rate, pay rate and mark up.
* Managed Weekly Team performance report-Report to be discussed with the stakeholders every week.
* Responsible for Requirement assignment to the team and making sure that all requirements worked by the team are in ATS.
* Work with team members in the sourcing and requirement understanding
* Performed a full cycle recruitment process: direct sourcing and research by cold calling, networking, name generation, database mining, and follow up on referrals and sourcing candidates region wide, spanning multiple skill bases.
* Arranging for technical panels and coordinating at all levels of Interview.
* Regular meetings and communication with the staff in regards to recruiting initiatives.

**Senior Talent Acquisition Specialist April, 2018 - June, 2018**

**Roles and Responsibilities:**

* Expertise in full recruitment life cycle in IT staffing-Contract, Contract-hire, and Permanent Placements in US Staffing
* Handling entire recruitment process from Resourcing, searching, screening, negotiating and recruiting candidates on international platforms for direct & tier 1 clients.
* Proficiency in resourcing US candidates for information technology from junior to senior position through search engines (Monster, Dice, CareerBuilder, Indeed, Ladders, LinkedIn, etc.) networking and database.
* Interaction with US Citizen, GC, EAD, H1B, CPT, TN candidates via telephony/skype/e-mails/LinkedIn, understanding profile, making them understand job role, taking preliminary interview, and confirmation for forwarding their resume to relevant client.
* Reporting directly to Accounts Manager getting feedback, daily update on requirements, submission and sending daily report.
* Recruiting consultant on W2, C2C and 1099 for US Citizens/GC holder & H1-B
* Leading and mentoring junior recruiters, allocating work, guiding and motivating them.
* Expertise in interpersonal relationship skills, phone etiquette, strong closing techniques.
* Demonstrated dedicated work ethics and strong skills in time management, prioritizing tasks and meeting deadlines.
* I worked for the client requirements of UST Global, TCS, Photon, and Hexware

**Codeforce360 Oct 2016 – March 2018**

**Senior Technical Recruiter**

**Role and Responsibilities:**

* Getting requirement from Team lead/Accounts Manager.
* Check the resume database for the relevant match if I have. If not, search online on search engines like Dice, Monster, LinkedIn, Tech Fetch, Career Builder and The Ladders. Also flashing the requirement through VMS and Smart Recruiters. Connecting on LinkedIn for niche Skill set requirements.
* Get the right resource matching the requirement with skills set of the consultant.
* Evaluate the resume with current assignment looking for Mandatory Skills, Must Haves & Like to Have, Would be a Plus in the resume.
* Evaluating the candidate’s resume is matching with the requirement that the prime vendor or client has sent.
* After evaluating the candidate’s resume, get all his details like his full name, SSN, contact details etc. through e-mail and verifying complete work permits of the consultants.
* Negotiating any constraints regarding Face-to-Face interviews if required from the client.
* Negotiate the rate with the employer in the case of C2C or with the candidates who will work on W2 and 1099.
* Getting R2R (Right to Represent) from the consultants.
* Submit the resume to Team lead/Accounts Manager.
* I worked for the client requirements of Accenture, TCS, Infosys, Cap Gemini, UST Global and Tech Mahindra.

**Pronix INC Mar 2016- Nov 2016**

**Senior Technical Recruiter**

**Role and Responsibilities:**

* Responsible for all phases of the recruiting process of IT and Telecommunications professionals for a mid-size consulting firm
* Utilized direct cold calling, job boards, social media, and networking of consultants and past candidates for referrals
* Worked very efficiently under extremely tight time constraints
* Demonstrated great time management capabilities when presented with multiple tasks simultaneously
* Proven relationship builder with colleagues, candidates and consultants
* Consistently identified, selected and engaged above average candidates to fill client needs
* Conducted technical and behavioral interviews with prospective candidates through phone screens and in-person meetings
* Adept with prioritizing simultaneous client and company requests

**Avani Technology Solutions Inc. Jan 2015 – Mar 2016**

**Technical Recruiter**

**Roles and Responsibilities:**

* Getting requirement from team lead.
* Check the resume database for the relevant match if I have.
If not, search online on search engines like Dice, Monster, Techfetch and The ladders.
* Get the right resource matching the requirement with skills set of the consultant.
* Evaluate the resume with current assignment looking for Mandatory Skills, Must Haves & Like to Have, Would be a Plus in the resume.
* Evaluating the candidate’s resume is matching with the requirement that the prime vendor or client has sent.
* After evaluating the candidate’s resume, get all his details like his full name, SSN, contact details etc through e-mail.
* Negotiating any constraints regarding Face-to-Face interviews if required from the client.
* Negotiate the rate with the employer in the case of C2C.
* Getting R2R (Right to Represent) from the consultants.
* Submit the resume to Team lead.

**Resource Hunt Group Aug 2014 to Jan 2015**

**Jr. Technical Recruiter**

**Roles and Responsibilities:**

* Getting requirement from team lead and the HR team based in USA.
* Check the resume database for the relevant match if I have.
If not, search online on search engines like Dice, Monster, Corp to Corp.
* Get the right resource matching the requirement with skills set of the consultant.
* Evaluate the resume with current assignment looking for Mandatory Skills, Must Haves & Like to Have, Would be a Plus in the resume.
* Evaluating the candidate’s resume is matching with the requirement that the prime vendor or client has sent.
* After evaluating the candidate’s resume, get all his details like his full name, SSN, contact details etc through e-mail.
* Negotiating any constraints regarding Face-to-Face interviews if required from the client.
* Negotiate the rate with the employer in the case of corp to crop.
* Getting R2R (Right to Represent) from the consultants.
* Submit the resume to HR based in USA.

**EDUCATIONAL QUALIFICATIONS:**

|  |  |  |
| --- | --- | --- |
| **Course** | **Name of School/College** | **Board/University** |
| Diploma in Electronics & Communications Engineering | TRR college of technology | State Board of Technical Education and Training |
| S.S.C | Sri Saraswathi High School | Secondary Board of Education |

**SOFTWARE SKIILS:**

* MS Office: 2003 & 2007
* GIS (Geographical Information System)
* ARCGIS

**HOBBIES:**

* Playing & Watching Cricket
* Listening to Music

**STRENGTHS:**

* Hard working
* Dedication towards work
* Logical thinking
* Good team playing abilities

**PERSONAL PROFILE:**

* Name : B. Vijay Kumar
* Father’s Name : B. Balraj
* Gender : Male
* Marital Status : Single
* Religion : Hindu
* Nationality : Indian
* Date of Birth : 25th June 1993
* Languages Known : English, Hindi & Telugu

**DECLARATION:**

I hereby declare that the above-mentioned information is correct to my knowledge and I bear the responsibility for correctness of the above-mentioned particulars.

**Place: Hyderabad**

**Date: (B. Vijay Kumar)**