**Sudhakar**

9092571567

sudhakarrec@gmail.com

**Profile Summary:**

* A self-motivated, highly effective talent strategist with a passion for finding innovative ways to move beyond traditional recruitment practices.
* 8+ Years of experience in Recruitment Industry for IT and Non IT requirements.
* Exceptional ability to build strong relationships with talent and leadership and all parties involved in the recruiting process.
* Expertise in Global Hiring for different Verticals (IT, Core Engineering, Healthcare, Automotive, Etc)
* Involved in End to End Recruitment from scratch to Onboarding process.
* Ability to handle multiple tasks in a dynamic environment.

**Technical Skills:**

Operating Systems : Windows 95 / 98 / 2000 / XP.

Front End Tools : Ms-Office.

Databases : SQL, DB2.

ATS Tools : Bullhorn Reach, Kenexa

**Education:**

* MCA (Master of Computer Application) from **J.N.T University -** 2010.

**Professional Experience**

**Quest-Global/Team Lease Feb 2021 – Till Date.**

**Talent Acquisition Consultant**

* Accountable for managing end to end recruitment for Digital Interactive and Digital Engineering teams.
* Fostered relationships with hiring managers/Delivery teams, multiple Customers and placement agencies.
* Organized and driven weekly status calls with the global stake holders to understand the business needs, update on fulfillment status and to discuss any challenges.
* Created metrics dashboard for the global leadership teams.
* Automated weekly tracker dashboard to the hiring managers to share the status and pipeline of the hiring needs.
* Planned, Implemented and executed end to end Sourcing to Onboarding of high potential talent into the Organization in collaboration with the Executive Management, leadership teams and HR to address all the open requirements and created a huge pipeline of proactive hires using various sourcing methodologies like Virtual job fairs, networking events, social media, LinkedIn, Job portals, Head hunting, referrals and social networking.
* Actively involved in end-to-end sourcing till Onboarding and Client, vendor and Candidate management.

**Centraprise Technologies Pvt Ltd Aug 2020 – Jan 2021**

**Delivery Manager**

* Accountable for managing end to end recruitment for Digital Interactive and Digital Engineering teams.
* Planned, Implemented and executed end to end Sourcing to Onboarding of high potential talent into the Organization in collaboration with the Executive Management, leadership teams and HR to address all the open requirements and created a huge pipeline of proactive hires using various sourcing methodologies like Virtual job fairs, networking events, social media, LinkedIn, Job portals, Head hunting, referrals and social networking.
* Lead a team of recruiters at offshore to align their efforts with the business needs.
* Actively involved in end-to-end sourcing till Onboarding and Client, vendor and Candidate management.

**Quest-Global Jan 2019 – July 2020**

**Talent Acquisition-Strategic Partner**

**Responbilites:**

**Talent Acquisition:**

* Accountable for managing end to end recruitment for Digital Interactive and Digital Engineering teams.
* Organized and managed multiple campus hiring programs, walk-in interviews and virtual job fairs.
* Fostered relationships with hiring managers/Delivery teams, multiple Customers and placement agencies.
* Organized and driven weekly status calls with the global stake holders to understand the business needs, update on fulfillment status and to discuss any challenges.
* Created metrics dashboard for the global leadership teams.
* Automated weekly tracker dashboard to the hiring managers to share the status and pipeline of the hiring needs.
* Planned, Implemented and executed end to end Sourcing to Onboarding of high potential talent into the Organization in collaboration with the Executive Management, leadership teams and HR to address all the open requirements and created a huge pipeline of proactive hires using various sourcing methodologies like Virtual job fairs, networking events, social media, LinkedIn, Job portals, Head hunting, referrals and social networking.
* Lead a team of recruiters at onsite, near shore and offshore to align their efforts with the business needs.
* Actively involved in end-to-end sourcing till Onboarding and Client, vendor and Candidate management.

**Specialties**:

* End to End Recruitment, Leadership Hiring, Strategic Planning & Analysis, Global Recruitment, Mapping and Stakeholder Management

**Key Points:**

* An effective communicator with excellent interpersonal relationship building skills.
* Possess a flexible, learning & detail oriented attitude.
* Excellent Networking and Database Creation Skills.
* Good in requirement analysis, resource Analysis, technical analysis and evaluations.

**Selsoft Inc March 2015 to Dec 2018**

**Recruitment Lead**

**Roles & Responsibilities:**

**Core Competencies:**

* Managing team and also individual contribution.
* Mentoring Team for High performance delivery for client
* Interaction with stakeholders.
* Managing and retaining relationships with existing clients
* Identifying customer needs and mapping resource.

**Themesoft Inc Aug 2014 to March 2016**

**Designation: Resource Specialist/Lead**

**Roles & Responsibilities:**

* On-site and/or remote-site recruitment to manage or support of ongoing staffing operations.
* Execution of multi-channel candidate sourcing & Recruitment strategies.
* Involved in End to End Recruitment from scratch to Onboarding process.
* Resume sourcing and candidate screening to manage requisition flow and generate pre-screened candidates for respective Client Accounts.
* Staffing strategy development and staffing process evaluation & monitoring.
* Co-ordinate with the teams in Offshore & US and support with my recruitment efforts.
* Analyzing and Gathering requirement details to figure out the clients need and plan the strategies accordingly based on the day to day assignments.
* Sourcing the candidates by using different methods like Using Job Boards, Networking, Employee referrals, Internet Sourcing, Existing database and Vendors.
* Conducting the first level technical screening and initial reference checks if needed.
* Negotiating the billing issues with the consultant and employers before the submission of resumes.
* Submitting the resumes to Top Management (or) uploading to the client’s portal within the given TAT.
* Keeping a follow up with all the levels on a day to day basis for all the submissions made.
* Taking care of receiving required agreements or documents from Consultants and Employers etc..,
* Coordinating with the superiors to ensure good relationship between the clients and company.
* Preparing reports to resource managers and higher ups for follow ups and performance monitoring.

**Reveille Technologies June 2013 – July 2014**

**Sr Technical Recruiter**

**Responsibilities**

* Involved in full life cycle Recruitment involving sourcing, identifying, interviewing, and screening, qualifying and negotiating rates.
* Finding active and passive candidates using proactive sourcing methods, high touch direct sourcing and networking to find top candidates for current and future openings. Uses cold calling, data base mining internet/web searches, as well as employee referrals to generate candidate leads.
* Ability to operate independently and competently generate a team environment.
* Responsible for Identifying, Developing, Establishing New business Relationships.
* Satisfying Client needs by submitting suitable profiles in coordination with Recruitment team.
* Coordinating with client Interview Processes.
* Responsible for preparing, Client Information, necessary information to Payroll Dept. etc
* Responsible for searching and placing qualified candidates to required technical position.
* Format resumes and present top candidates.
* Responsible for candidate recruitment process to meet the staffing needs of our clients.
* Responsible for recruiting exempt and non-exempt fulltime technical positions including.
* Recruited for candidates with security clearances, which included, screening resumes, interviewing, and submitting technical candidates to hiring managers.