## Priyank Gupta

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### To accomplish assignments and growth in the field of Recruitment, Sourcing & Talent Acquisition with leading Organizations.

* **M.B.A (HR)** with **9+ years** of experience in the field of **Recruitment, Sourcing & Talent Acquisition.**
* Possess knowledge of how organizations work and about organizational behavior and how they work best.
* A well rounded professional carrying knowledge of various counseling and assessment techniques; the ability to evaluate client needs, up-to-date knowledge about Recruitment Techniques, Training information & evaluation.
* Core Forte is into IT Niche & Volume Hiring, Campus Recruitment, Sourcing, Vendor Management, Social Media & Client Servicing.
* Strong will power and confidence on my work to make it grow larger with Smart work cutting edge.
* Deep understanding of people and their requirements from a particular Organization and cultural issues.
* Excellence in Analysis and Problem Solving, Leadership and Decision Making Skills.
* Possess strong Influencing / Motivation Skills, Team Management, Good Initiator, and Flexible.
* Highly organized and flexible with ability to prioritize and meet deadlines on time.

**Technical Skills Hire For**: BigData, IoT, SAP, Java, .Net, Testing, Python, SalesForce, Liferay, Cloud, DevOps, Full Stack, AI&ML, Tableau, PHP, BI, UI, RPA, Teradata, Tableau & many more…

**Non-Tech Skills**: BPO , Technical Support, B2B & B2C Sales, Marketing

**Specialty & Strength**

* **In-depth knowledge of candidates selection methods**
* **Excellent understanding of full cycle recruitment processes**
* **Hands on experience with Applicant Tracking System (ATS)**
* **Stake Holder Management, Vendor Management**
* **Excellent organizational and time management skills**
* **Ability to multitask and prioritize daily workload**
* **Creative thinker and proactive problem solver**
* **A positive, “can do” attitude**
* **Strong decision making and problem solving skills**
* **Able to motivate and lead others in a team environment.**
* **Ability to build rapport and trust quickly with work colleagues.**

**CAREER HIGHLIGHTS**

Talent Acquisition, Recruitment, Sourcing, Account Management, Client Service, Relationship Management, Staffing, Branding & Social Media.

Key Responsibilities:

* Handling end to end IT Staffing Operations (Perm. & C2H) wherein essentially responsible for overall resource management and delivery for assigned and newly developed Clients/ Projects.
* Manage large enterprise accounts, gathering requirements from SPOC’s on daily basis, requirement analysis & discussion with team members.
* Work as an Individual Contributor & also Lead the Team for all level of requirements from Entry-Level to Niche requirements & fulfill them within given TAT.
* Lead, Build and Strengthen key relationship with Clients, Project Managers, Resource Managers and other Stake Holders across the organization to produce win-win result for both.
* Follow-up with clients / spoc’s for interview scheduling & feedbacks.
* **Plan and implements company talent acquisition strategy.**
* Travel across India to Tier-1, Tier-2 & many more colleges/universities for Campus Recruitment, also travel at Vendor’s Place as & when required.
* Conducting Mass recruiting & scheduling weekend drives & walk-ins for multiple closures.
* Conducting Online Assessments & Telephonic Interviews.
* **Develop company’s policy for talent benchmarking, talent assessment and interviewing .**
* **Conduct sourcing activities in order to fill open positions.**
* **Perform analysis of organizational development and anticipate future employment needs**
* **Design and manage recruitment and selection processes (Resume screening, screening calls, Interview etc.)**
* **Reviews employment application and background check reports**
* **Represent company internally and externally at events with a goal of networking and relationship building with potential candidate communities**
* **Counsel the candidate on corporate benefits, salary, and corporate environment**
* **Build long-term relationships with past and potential candidates**
* **Manage respective candidate pools to ensure qualified candidates remain engaged in current or future opportunities**
* **Administer and submit all hiring paperwork for new employees**
* **Generate monthly updates for company’s leadership about upcoming talent acquisition initiatives**
* **Create monthly reports on key talent acquisition metrics**
* **Communicate regularly with respective project managers to get a clear view of company’s hiring needs and organizational goals**
* **Proactively seek market intelligence to gain competitive advantage in attraction, assessment and sourcing methodologies**
* **Suggest new ideas for improving talent acquisition activities**
* **Follow offer approval process and rollout offer.**
* **Follow-up till the candidate joins.**
* **Collecting necessary documents from candidates from candidates on the date of joining.**
* **Track record of delivering results with deadlines.**

**Employment History**

**CIGNEX Datamatics Technologies Ltd *Oct 2019 – till date***

**Designation: Lead - Talent Acquisition**

**Mpower Plus India Pvt Ltd *Aug 2018 – Oct 2019***

**Designation: Sr. HR Recruitments (IT)**

**PathFront Consulting Services (P) Ltd. *Oct 2017-May 2018***

**Designation: Manager – Client Acquisition**

**eCentricHR (a CMMi Level-5 company) *Feb 2016- Nov 2016***

(A Subsidiary of ParadigmIT Group)

**Designation: Principal Consultant**

**HCL Training & Staffing Services *Sep 2014 - Dec 2015***

(A Subsidiary of HCL Corporation Ltd)

**Designation: Sr. Executive – Talent Acquisition (Campus Recruiter)**

**Sagar Group of Institutions** ***Feb 2012–Aug 2014***

***Designation: Recruitment & Sourcing Officer (T&P Cell)***

**M/s Miracle Solutions**   ***Feb 2011- Feb 2012***

**& Consultancy Services**

**Manager – Recruitment & Sourcing**

**Academic & Professional Qualification**

* MBA (HR) from DR. C.V Raman University, Bhopal (MP).
* BCA from CMJ University, Bhopal (MP).
* H.S.C from MP Board, Bhopal (MP).
* H.S from MP Board, Bhopal (MP).

**Tools**

* Job Portal Excess like Monster, Naukri, Times jobs, Shine, Indeed
* Social Networks: LinkedIn, Facebook, Glassdoor, Instahyre

**Personal Vitae**

* Father’s Name : Shri.S.L GUPTA (Retd. Sr. Manager M.P State Agro Ind. Dev. Corp)
* DOB : 08 Feb 1985
* Address : C-358, Shahpura Bhopal(MP)
* Marital status : Married
* Language : Hindi & English
* Area of interest : Net Surfing, Travelling, Listening Music etc.

**Declaration**

I hereby declare that all the information given above is true to the best of my knowledge and belief.

PRIYANK GUPTA Date: