**Akshay Waghray**

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**Summary**

Seasoned, Management and IT recruiter with 6+ years of experience in Talent acquisition. Talent acquisition across industries and levels. Success in developing effective strategies to improve existing recruitment process and employee retention, foster relationships with various IT recruitment teams.

Seeking to leverage background and experience to take further leap in recruitment with a highly respected organization focused on building strong and dedicated internal teams.

**Professional Summary**

* Good experience in various parameters of recruitment, sourcing, screening, shortlisting, interviewing, arranging client interview, negotiating, client coordination and closing the positions.
* Hands-on experience in organizing walk in drives.
* Recruited members across different levels in almost all spheres of IT.
* Having good experience in handling clients and interacting with SPOCS and Managers.
* Ability to learn and adapt to new technologies.
* Having good experience in Job portals like Naukri, Monster, Referrals and Social Networks.
* Handled Generic and Niche/ Super niche skills.
* Technically screen candidates for their technical skills per the requirements.
* Highly organized and able to manage multiple priorities and work effectively under pressure.
* Establish and maintain relationship with hiring managers and also interacting with technical managers regarding their specific needs and understanding their job description.

**Professional Experience**

**Sr IT Recruiter (In House) at M/s AheadRace Software Development Services Pvt Ltd**

**Duration : Nov 2018 to Till date**

**Role :**

* Managing various Vendors.
* Requirement gathering.
* Providing appropriate feedback to the Vendors and ensuring that the SLA’s are adhered to.
* Checking the Technical details of the requirements from the Technical Manager.
* Negotiating Salaries with the candidates according to the budget assigned.
* Arranging Telephonic and F2F interviews for the shortlisted candidates with the client.
* Follow up with the candidates till the Date of Joining.
* Preparing a Backup list of candidates.

**Sr Resource Manager at Osair Software Technologies Pvt. Ltd. (Now Osair Global Technologies)**

**Duration : February 2017 to Nov 2018**

**Role :**

* Managing a team of recruiters.
* Managing various Vendors.
* Ensuring 100 % data integrity by the team.
* Requirement gathering of the clients.
* Providing appropriate feedback to the clients and ensuring that the SLA’s are adhered to.

**Sr Recruiter at Osair Software Technologies Pvt. Ltd.**

**Duration : March 2012 to January 2017**

**Role :**

* Hands on experience in end to end recruitment process.
* Placed resources on all requirements and roles like Analysts, Software Engineers, Software Designers, Technical & Team Leads, Project Managers, Architects, etc.
* Experience in Client Handling.
* Sourcing the Potential candidates using various Job portals (Naukri / Monster) existing database, Internal reference, Professional sites, Consultants Management, Job Postings Mails, Walk-'ins, and Referrals.
* Review resumes and credentials for the appropriateness of skills, experience and knowledge in relation to position requirements.
* Provide complete and accurate information about the company and the position to the candidates.
* Conducts pre-interviews with candidates prior to sending on to Clients, where applicable. Provide detailed information on the company and basic benefits, and any kind of expectation-setting that should take place prior to the interview.
* Conduct phone interviews, negotiate compensation, and complete reference checks.
* Strong Recruitment knowledge in the areas of Software Industry.
* Coordinated phone screens, in-house interviews, offers and on-boarding.
* Maintain a Daily, weekly and monthly report card for all activity.

**Sales Manager (CA) at ING VYSYA Bank.**

**Duration : April 2011 to December 2011**

**Role :**

* Handled a team of 10 member.
* Guided the team in sourcing Quality Current Accounts applications for ING VYSYA Bank.
* Trained and conducted review meetings for the team.
* Was responsible to develop and maintain relationship with the customer’s.

**Assistant Manager (CASA) at IndusInd Bank.**

**Duration : September 2009 to March 2011**

**Role :**

* Sourcing of Current Accounts Application of IndusInd Bank.
* Was responsible to develop and maintain relationship with the customer’s.
* Giving prompt and best service possible to the customer.
* Cross Sell of LI, GI, MF, FD etc.
* Getting good Float in the accounts based on the relationship with the customers.

**Hands on Recruitment of the following Skills: -**

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| --- | --- |
| **Java J2EE** | Java scripting, Spring MVC, Hibernate, Multithreading, Struts, CSS, JQuery, JSP, Extended JS, Angular-JS, AJAX, REST, Servlets, JDBC etc. |
| **Dot Net, VB, ASP, C#** | BizTalk, SharePoint, Silverlight, VBA. |
| **Data Warehousing, ETL** | Ab Initio, Ascential Data Stage, Data Analyst, Data Architect, Data Modeler, Informatica, SAS. |
| **Database Development** | Access, MySQL, Oracle, PL/SQL, Power Builder, SQL Server, Sybase, Tera Data. |
| **DBAs** | DBA, Oracle Apps, Oracle, SQL Server, Sybase, Teradata DBAs. |
| **SAP** | ABAP, AM, Basis, BI, BW, CRM, FICO, HCM, HR, PLM, PM, PP, SCM, SD, WM. |
| **Cloud Technologies** | AWS, Azure, SaaS, PaaS, IaaS. |
|  | QA SAP Tester, QA Siebel, QA Unix, QA Web Environment. |
| **Unix, C, Shell Scripting** | Unix, C, Shell Scripting. |
| **Oracle Apps** | Oracle Apps Developer, Oracle Apps Functional, Oracle Apps Technical. |
|  | Oracle CRM, Oracle E-Business, Oracle Identity Manager, Oracle SCM. |
| **Reporting Tools** | Actuate, BI, Business Objects(BO), Cognos, Crystal Reports, Hyperion, Micro Strategy, Oracle BI. |
| **Siebel** | Siebel Analytics, Siebel Configuration, Siebel CRM, Siebel Developer. |
| **Analysts** | Business, System, Program, Quality. |
| **Project Management** | Infrastructure, Portfolio, Process, Remedy and Risk. |
| **Sys Admin/ Network** | AIX, Cisco, Citrix, Configuration Management, Linux, NT, SAN. |
| **Mainframe** | Mainframe Developer. |
| **Web Internet** | ColdFusion, HTML Web Developer, LAMP, Lotus Notes, Domino, PHP. |
| **Embedded System** | IoT, VLSI |

**Education:**

Bachelors of Commerce, Graduate from Bhavan’s New Science College, Osmania University - March 1999.

**Personal Profile**

**Name :** Akshay Waghray

**Father's Name :** Narendernath Waghray

**Languages Known :** English, Hindi and Telugu

**Marital Status :** Married

**Address :** 4-9-122/6/C, Plot No: 239 MIG,

HUDA Colony, Near Rambagh, Attapur, Hyderabad.

References : Will be provided on Request.

Place: Hyderabad Akshay Waghray