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| **P: +91 8080284569 LinkedIn Link:** [**https://www.linkedin.com/in/mayank-tiwari6b5902198/**](https://www.linkedin.com/in/mayank-tiwari6b5902198/)**E: mayanktiwari021@gmail.com** MAYANK TIWARI  |
| **Vp of Sales contains 11 years of Global experience in IT Service & Consulting. Expertise in delivering both IT & Non IT resource to the RPO, MSP, Direct Client, Tier-1 & System Integrators. Specialized in adding New Logo & Finance, HR, Ops along with that Catered Global Market** **Location Preference**: Open for Global Opportunity**PROFILE SNAPSHOT**A versatile and target driven individual with over 11 years of experience across Business Development, US Recruitment, US Staffing, Talent Acquisition, HR management, Compensation & Benefits, Payroll etc…Masters in MSA Roll off, Vendor Management, Vendor Empanelment, SLA sign off, Non-Disclosure, Non Competitive & Solicitation Agreement’s clause approval & signing. Indulged in Workforce Management using tools like BambooHR, QuickBooks, honeybee Base & Contingent Workforce Program portal such as Beeline, SAP Field Glass, UpWork, & Guru. Good Knowledge in HIPPA, COBA, ACA, ERISA, IRS Compliance Act. Strong experience in tax terms (W2, C2C & 1099), & US Geo along with market trends. Keep tracking of key HR metrics like cost per hire and retention rates. Handled & managed process & people escalations & retention appropriately. Creating and developing training programs of all the departments. Designed company policies and procedures. Developed clear policies and ensuring policy awareness. Consults legal counsel to ensure that policies comply with federal and state law. Prepared budgets by department. Conducted performance and wage/salary reviews. Linking performance to incentive and variable compensation. Measured the effectiveness of our benefits programs and recommend improvements.Hands-on experience in managing the full-cycle recruitment. Developing recruitment and internal mobility programs to ensure a strong pipeline of internal and external candidates’ roles across all levels. Expertise to hire managerial, core management & leadership level roles. Expertise in sourcing, selection, behavioral interviewing, and relationship management. Engaging various stakeholders to review and improve competency frameworks and assessment procedures. Oversee and managed the daily operations of the recruiting team & for their timely order fulfillment, Coach, Train, Mentor recruiters and serve as an escalation point for issues and works to resolve. Work load allocation, review requisitions on a daily basis, drive SLA's in terms of time to offer made & accepted, quality of resumes delivered. Involved in end to end Client acquisition activities. Opened new accounts and generated a healthy funnel in line with the targets for soliciting business for Contract, Bench Sales, and C2H & FTE Staffing. Proven track record in business sales or related market & worked with Implementation partner, Direct client, RPO, MSP, Prime Vendors & White Vendors & so on.. | **Key Impact Areas*** + - * Business Development
* Client Acquisition
* Client Management
* Key Account Management
* Direct & B2B Sales
* P&L Management
* Strategic Partnerships
* Global Hiring
* Recruitment Consulting
* Contract Staffing
* Temporary Staffing
* Technical Recruitment
* IT Recruitment
* IT Staffing
* Non IT Recruitment
* Non IT Staffing
* Head Hunting
* Leadership Hiring
* Lateral Hiring
* Volume Hiring
* Mass Hiring
* Bulk Hiring

**Key Skills**Communicator CollaboratorIntuitive Innovator MotivatorTeam Builder |
| **CAREER CONTOUR****Jun’14 to Jun’16****Oct’18 to Nov’19****Concept Management as a Vice President of Sales****Expert Global Solutions as a Sr. Business Development & TA Manager****May’12 to Apr’14****Jun’16 to Oct’18****Nov’19 to Present****Cybex Technology, as a Senior Recruitment Specialist****Corpcloud Global as a Senior Business Development Executive****Salebuild Acquired by ZDSB as a Recruitment Manager** |
| **Professional Journey:****Nov’19 to Present: Concept Management as a Vp of Sales*** **Market**: SMB, Enterprise, Fortune 1000, Fortune 500
* **Industry**: IT, Automation, Engineering, and BFSI so on..
* **Region**: North America
* **Direct Clients**: State of Georgia, State of Utah, State of Mississippi
* **Overseas Clients:** Merkle, Wipro, TCS, Infosys, TechM, Capgemini, etc..

**Key Result Areas:*** **Administered Cumulative team size of 35 Recruiters, Team Lead & Account Manager**
* **Controlled revenue size of $2M on yearly basis**
* **Generated $6.5M Revenue in 3 Years**
* **Produced more than $2.5 M Gross Margin so far.**

**Role Profile:*** Responsible for new Client Acquisitions, Key account management, strategic account planning & full cycle execution for US & PAN INDIA Staffing.
* Direct interaction with key decision makers such as-Head HR/VP, HR/Director, Co-Founder, Owner, CEO, MD, & President so on. Business Unit Head- serving multiple accounts (like Direct or End Client, MSP, RPO, IP's, Tier-1 & White Vendors).
* Indulge into Team Management, Leadership strategies, Business Planning, Accounts Management, Delivery Management, Client Engagements, MSA Negotiations & Vendor Management, Vendor Empanelment, SLA sign off, Non-Disclosure & Solicitation Agreements approval etc.
* Managed E2E Project management life cycle and sales funnel starting from business proposal till signing the deal. Actively identify and generate leads through strategic sales & marketing plan.
* Heavy outbound cold calls targeting employers that are hiring to market internal top talent.
* Maintain ongoing follow-up with prospective client via email, phone, & chat.
* Expert knowledge of US & India IT & Non IT recruitment related market in terms of various technical skill resources, availability rate-wise; suitability of profile for requirement; US visa norms and US work culture.
* Managed all phases of full-cycle recruiting, from initial sourcing and screening through offer negotiations, placement and on boarding.
* Delivered both Technical and & Non-Technical resources.
* Combined experience of working on W2, C2C, FTE, 1099 resources and so on.
* Cumulative experience of deploying resources consists visa category like H1B, OPT, CPT, Stem Opt, H4EAD, Citizen, Green card holder.
* Sole Decision Maker of Bench Sales & Recruitment by placing Citizen, GC, TN, H1B, OPT & CPT.
* Recruit the right piece of candidate through initial screening, analysis of the key skills, measure soft skills, evaluating visa categories & transfer process, negotiation with shortlisted consultant.
* Took Initiative for consultant training, skills development programs, and voice & accent module. Market Bench profiles to the Client through varieties of Job Boards, LinkedIn, and Social Media Platforms. Arranged telephonic conversation & rounds of interviews b/w clients & consultants.
* After selection of the consultants, start the process of collecting all required details & document for joining formalities.
* After reviewing documents schedule the background check process & final represent the report to client.
* After all process of joining & offer, make sure the on time delivery of candidates.
* Conducted a monthly practice of collecting work sheet showing consultants In/Out and according to that make time sheet for Client's approval. Once Client approves the time sheet then raise an invoice & transferring ACH information for payment credit.
* Weekly payroll of each associate for the client. Background check and drug screen associates when starting an assignment.
* Performed Talent Acquisition activities for in-house Junior & Senior level hiring.
* Conduct performance management, training & development, arranged workshop & classroom contact for skill development session.
* Deep Understanding of compensation & benefits based on political & social environment, acceptable standard of living, and labour & compensation law.
* Single hand handled yearly appraisal of employee, payroll enhance, paid time off, sick leave, bonus, incentives & variables.

**Oct’18 to Nov’19: Expert Global Solutions as an Senior Business Development & TA Manager*** **Clientele**: Having experience of Strategic accounts like-Accenture, Brillio, Diversant, Unybrands, Accenture, Infosys, TCS, Capgemini, Cognizant, US Tech, ADP, Syntel, Atos

**Key Result Areas:*** Administered Team of **15 folks**
* Controlled revenue size of **$1M on** yearly basis

KRA:* Create new business opportunities with competitive cost, manage business development pipeline which involves bringing new clients onboard & generating revenues.
* Developing new as well as existing accounts and assist those finding right resources for their IT/Non IT/Engineering roles.
* Managing Onsite IT & Non IT staffing Operations, Business Development, Building New Clients, and CRM & Account Management.
* Hands-on experience in managing the full-cycle recruitment functions within the organization which includes requisition process, posting positions, sourcing, per-screening, interviewing, per-employing assessments, background check process, job offers, new employee orientation, and on-boarding.
* Managing End to End recruitment process in system Integration/Implementation model running on Corp2Corp/3rd party, Fulltime and H1B/W2, 1099 business.
* Handling marketing, recruitment and delivery for H1B, H1B transfer/Visa Sponsorship, TN Visa holders/TN Visa Sponsorship, GC and USC. Team Management, Account/Sales Managers, Recruiting Mangers and Recruiters. Managing operations, HR, Immigration and Admin team.
* Training and Development of Sales, BD & Recruitment team.
* Maintained an organizational structure and staffing levels to accomplish company goals and objectives.
* Making price quotation of onshore & onsite employees for hourly Basis.
* Reviews employment applications and background check reports.
* Responsible for contingent staffing by using sources like Indeed.com, Monster, Job divas, Zip recruiting.
* Conducted risk mitigation of the candidates and submitting qualified profiles on VMS like Field Glass &People fluent. Leads a team of 15 members to assist in client's staffing need.
* Generated a healthy amount of revenue approximately $700k.
* Sometimes acted as a Functional HR for the Sales & Recruitment team.
* Managed their leave policy, devising incentives & variable structure, paid time off, sick leaves, performance bonus and so on.
* Conducted Wellness Programs, Vintage perks, Office perks to the employees.

**Jun’16 to Oct’18: Salebuild Acquired by ZDSB as a Client Acquisition Manager*** **Clientele**: Having experience of Strategic accounts like-HCl America, NTT DATA, Ness Digital Engineering, , Guidant Global, Microsoft, Autodesk, Rockwell Automation

**Key Result Areas:*** Administered Team of **13 folks**
* Controlled Gross Margin size of **$550 K on** yearly basis

**Core Function:*** Responsible for handling and building client relationships & facilitating contract / permanent staffing business from client from development to payment procurement.
* Managed and handled a team of 13 recruiters to serve C2C, CTH and Permanent (FTE).
* Helping team members in evaluation and negotiation as per the Client budget scope.
* Drive the team to meet monthly expectations on recruiting activities and starts.
* Providing training to the team members in building professional network and utilizing that network in requirement covering.
* Creates and executes the multi-year business development strategy and builds a high performance team by hiring, developing and retaining strong talent share in client, performance management including project team management and the development of our team.
* Assist in developing new accounts, work and manage a pipeline.
* Provides support for the Enterprise business planning process and training by working closely with all units and all levels of management.
* Planning the Hire.
* Posting the Job and Screening Incoming Resumes.
* Setting up Interviews and Conducting Post-Interview Assessments Planning the New Employee Process.
* Host in-house recruitment events. Monitor HR metrics (e.g. turnover rates and cost-per-hires).
* Review departmental budgets. Generated revenue of $550k by deploying the 32 resources.
* Served both Technical & Non-Technical requisites.
* Drafted Business Proposal, Designing MSA, NDA, Non Solicitation, SLA's. Meet new policy & US labor’s law to evaluate the candidate.
* Initiated in house training for recruitment team, enhanced knowledge and took milestone steps for performance improvement, training & development. Run the Bench Consultants & placed them on W2 requisites.
* Experience working on multiple industry vertical such as IT, Fintech, E-commerce, Financial Services, Insurance, Manufacturing, Electrical & Electronics, Machinery.
* Deep diving knowledge of all cutting edge tech & parameters.

**Jun’14 to Jun’16: Corpcloud Global, as a Senior Business Development Executive*** **Clientele**: Having experience of Strategic accounts like-Group A, Cook System, Us Express, Talent Software Services, Yoh, Young Gen Tech, Hire Resources, Mid South Recruiting

**Key Result Areas:** * Responsible for Client acquisition and new business development activities.
* Consult with business and functional leaders to define competencies for specific roles.
* Identify the key source and connect to the right person through Cold Calling/LinkedIn/other social and business/professional networking sites
* Managed all phases of full-cycle recruiting, from initial sourcing and screening through offer negotiations, placement
* Worked on both Tech & Non Tech requisite

**May’12 to Apr’14: Cybex Technology, as a Senior Recruitment Specialist*** **Clientele**: Having experience of Strategic accounts like-Artech Consulting, Mindlance, and Kforce Inc., Randstad, Collabera, NLB

**Key Result Areas:** * Managed the high-level volume full life cycle recruiting process for various Engineering and IT positions
* Good experience in C2H/Contract Staffing & Permanent Staffing
* Worked with Applicant tracking tools (ATS) Like Job Diva, Ceipal etc
* Hands on experience with recruiting tools like LinkedIn, Dice, and Monster & CareerBuilder
* Selection the right profile as per the Matching Criteria
* Participating to conduct screening round of interviews
* Filtering the right candidature as per the client’s needs
* Making price quotation of onshore & onsite employees for hourly Basis

**Education & Credentials*** Bachelor of Engineering (E.C.E.) from Maharishi Arvind College, Rajasthan Technical University in 2014 with7.0 CGPA
* 12th from Mpsos, Allied Institute, Bhopal in 2009 with 6.2 CGPA
* 10th from Holy Angels, Rajasthan Board in 2006 with 8.5 CGPA
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| **Personal Details****Date of Birth:** 20th March 1991**Languages Known:** English & Hindi **Address:** Kota Rajasthan |