

# KANCHANA GANESAN

## Technical Recruiter

IT Recruiter with 3+ years of experience with "Can-do" attitude to achieve all the career and personal goals without looking Back. Experienced in a fast paced startup environment and varied domain such as E-Commerce,Digital telecommunication, Storage,Travel, Digital Marketing, Payment companies across all the roles.



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ContactKanchana

## WORK EXPERIENCE

### Technical Recruiter

#### CareerNet Technologies

Bangalore

04/2017 –Present

#### Responsibilities

- Building a pipeline through the different channels like Naukri, LinkedIn/Recruiter Lite, Instahire, Hrist, GitHub,X-Ray Search and so on. Responsible for handling the requirements from gathering the inputs directly from the Client/Reporting Manager until the candidate onboard.
- Proficient roles: Software Development Engineer I/II/III/IV, Principal software engineer, Technical Architect , UI Developer, UX Designer, Big Data admin, Big data developers, SDET, QA(Automation & Manual Testing).
- Other roles: Product Manager, Project Manager, Scrum Master, DevOps, Android/IOS, React Native, Dot Net
- Worked as a RPO consultant for two different clients which has mentioned below.

### Technical RPO Consultant

#### Circles.Life

Bangalore

04/2019 –09/2019

*Circles.Life is a new digital telecommunication company based out of Singapore that is using technology to reinvent both customer experience as well as soft infrastructure. The company launched in Singapore and expanded in India(Bangalore), Indonesia, Philippines, Thailand, Australia.*

#### Responsibilities as a RPO Consultant

- In June2018,Development centre in Bangalore was inaugurated by acquiring 4 member startup - 1 Engineering Manager and 2 Senior developers and 1 Architect. My team has been responsible for building the engineering team from scratch and scaled it to 80+.
- Attending daily stand up meetings with the Hiring Manager, Head of Talent Acquisition from Singapore and the Director of Engineering from Bangalore, India.
- Owned few high priority requirements along with coordinating with 5-6 recruiters from CareerNet for sourcing across the roles by conducting daily stand up calls along with team lead.
- Sole planner and coordinator for Hiring events. During this project we have conducted around 8-10 hiring drives and closed 50+ positions across the roles.
- Played a major role in the offer negotiation part as I have been a middle person between the Hiring Manager and the candidate to make them stand in a common point.
- Responsible for collecting the documents from the offered candidates, review of the documents and offer roll out through DocuSign.
- Responsible to reach the target of new joiners in particular span of time which has been concluded by the Hiring Manager and for rigorous follow up of the offered candidates.
- Responsible to keep various trackers updated and extract the reports for the same.
- Highlights : Rolled out 19 offers for SDE II & III from 2 consequent hiring drives and out of which 12 offers made from my own pipeline.

## SKILLS

Sourcing and Screening

Candidate Management

Stakeholder Management

Communication Skill

Negotiation Skill

## LANGUAGES

English

Tamil

### **Technical RPO Consultant**

Hopscotch

*Bangalore*

*09/2019 – 02/2020*

*Hopscotch is India's leading kids fashion brand where aspiration meets accessibility, established in 2012. Headquartered in Mumbai with an office in China and Bangalore. With over 3 million monthly active users, Hopscotch is India's largest technology driven, fast fashion kids apparel brand and it continues to grow three folds every year. Using data of or esee future trends.*

#### ***Responsibilities as a RPO Consultant***

- Attending daily stand up meetings with the Head of Engineering from Bangalore and weekly stand up meetings with Head of Products, Bangalore.
- Owned few high priority requirements along with coordinating with 5-6 recruiters from CareerNet for sourcing across the roles by conducting daily stand up calls along with team lead.
- Sole planner and coordinator for Hiring events. During this project we have conducted around 4-5 hiring drives and closed 25+ positions across the roles.
- Played a major role in the offer negotiation part as I have been a middle person between the Hiring Manager and the candidate to make them stand in a common point.
- Responsible to reach the target of new joiners in particular span of time which has been concluded by the Hiring Manager and for rigorous follow up of the offered candidates.
- Responsible to keep various trackers updated and extract the reports for the same.
- Highlights : Given a high priority requirement with the target of rolling out the offer in 3 days for Lead QA role, So built a quality pipeline with immediate joiners and conducted a mini drive and had 2 selects out of it.

### **EDUCATION**

*Tamil Nadu*

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#### **Master of Business Administration(M.B.A)**

V.H.N.S.N College affiliated by M.K University

*2014 – 2016*