**Srikanth.Aripineni**

**Talent Acquisition – Recruitment Lead**

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**Profile Summary**

A professional with focus on Process, Results & Returns with 8+years of a Career in Leading Recruitments, Staffing and HR functions with extensive experience in analysis, planning, execution and delivery of recruitment solutions.

**Key Skills**

* Proven track record of delivering complex Recruitment and Staffing Solutions for vanilla and even niche skills at different levels of the hierarchy for both full time and contract staffing
* Involved in process of Entire HR Life Cycle with Expertise in End - to - End Recruitment and Staffing
* Strategic planning and Leadership skills with experience into management and resource delivery
* Cognitive development skills driven by zeal to achieve organizational goals
* Hands on experience in Talent Acquisition, Team Management, Resource Delivery,Account Handling, Process Excellence.
* Experience in working with SAP, Microsoft, Web technologies, Infrastructure and Oracle Technologies.

**PROFESSIONAL EXPERIENCE:**

**BMP Technologies June 2019 – March 2020**

**Recruitment Lead**–**Australian Recruitment.**

* Handled engagement of Skilled IT Professionals in various software technologies (Java, Dot Net, Reporting Tools, Data Warehouse, Oracle DBA, ERP’s and several others)
* Liaise with clients hiring manager to check their current requirements and projects in pipeline
* Coordination with multiple teams from the business and support groups across locations
* Strong hands on experience working with Major Job Boards, Head Hunting, Social Hiring, Referral networking
* Good understanding and experience in Reporting, Analysis, Forecasting and succession planning.

**Wise link Global Services Pvt Ltd April 2018 – May 2019**

**Account Manager/ Lead (India, Australian & Singapore)**

* Manage existing and new Clients/Accounts and Handling SPOC from different deferent IT MNC clients
* Partnering closely with the Business Managers to ensure their hiring needs are met effectively and efficiently.
* Achieving the monthly/quarterly and annual hiring targets to achieve the manpower projections.
* Supporting to the team members to understand job description and search better.
* Maintain and expand business with existing customers, as well as prospect to develop new business in assigned territory
* Engages directly with key clients to solidify, grow and expand business opportunities
* Developed account plans and needs assessments for area(s) of responsibility
* Developed client relationships with key decision makers
* Managing the entire Talent Acquisition cycle right from understanding the manpower requirement, sourcing candidates, interviewing candidates, negotiating offers and closing the position.
* Working closely with IT MNC clients to ensure an in-depth understand of the Hiring Mandate and create impactful job descriptions.
* Depending on the desired candidate profile, effectively source candidates from varied sources, such as job portals, LinkedIn etc.
* Coordinate with clients for requirement, scheduling for an interview. salary negotiation, onboarding done

**Clients Include:** Mphasis, Tech M,Brillio,and Sonata.

**ATS April 2016 – Jan 2018**

**Lead – Recruitment (Domestic & APAC)**

* Leading a team of 7 recruiters and make sure to fulfil the client requirements managing with them.
* Managed full cycle recruitment for contract and full time positions.
* Review job descriptions to understand the needs of the Client / Hiring Manager.
* Source and undercover candidates through job portals, connections, head-hunting, third party vendors, database, online communities, social networking sites.
* Development and implementation of recruitment strategies, policies and practices which meet the needs of Client.
* Working closely with a team of technical recruiters and directed their efforts in relation to client's needs.
* Responsible for validating all candidates’ presented by recruiters by calling the candidates’ (for second level verification), taking final call on submissions.
* Conducted phone screens and interviews with qualified IT consultants and contractors for open positions with our clients.
* Developing strong relationships and partnering with respective Account Managers.
* Training new batch of Employees (fresh hires) in terms of the E2E recruitment process
* Ensure that adequate number of qualified candidates is submitted for all assigned client requirements in a timely manner

**Clients Include:** TCS, Tech M, Hexaware, HCL, Abeam, Avanade, Warner chapel Music,QuisLex, Berkadia, ALTEN Cal soft,Einfochips,Sumtotal, and crimson Logic

**CIGNITI TECHNOLOGIES–CMMI -5 March 2015 – Mar 2016**

TAG EXECUTIVE –**(Domestic Hiring- Internal ,External & Australian Hiring)**

* Successfully hired more than 50+ member strong Technical, Functional and Management consultants for testing.
* Steered strategic talent acquisition by hiring Mid-Level / Senior / Lead Resource, SME’s, Project / Program Managers / PMO in building the practice in vanilla skills and also in niche areas like SAP Testing, SFDC etc. among others.
* Responsible for Resource fulfilment for Multiple BU’s (Business Units)
* Driving methods for sourcing, evaluation and closures while meeting the stake holder’s expectations.
* Coordination with multiple teams from the business and support groups across locations.
* Successfully planned and executed recruitment drives for fresher and experienced

**HyperThink Systems March 2012 –Feb 2015**

Senior Recruiter–**(India & Middle East Recruitment) - Qatar , Saudi , Oman, UAE**

* + Responsible for Contractual staffing for Middle East client like QNB, Ashghal, Qatar Gas, Saudi Aramco)
  + Managing and Handling end to end recruitment and talent acquisition for both Application & Infrastructure positions.
  + Directly reporting to the Delivery team and communicating regularly forall the technical requirements
  + Working with Client and senior management to identify staffing needs and potential sources for qualified candidates
  + Participating in presentation and key decision-making process with the upper management and formulating effective recruitment strategies
  + Key involvement in the Vendor management for different requirements and negotiating the commercials and other terms and conditions.
  + Arranging and coordinating for all the technical level interviews of the candidate through Skype, telephonic or face to face
  + Liaison with the Technical team, HR team, admin team and the candidate to expedite the recruitment process and to Ensuring that all the formalities are complete & are in order.

**Global ERP Solutions Pvt ltd Nov 2010 –Feb 2012**

IT Recruiter–**(Domestic Hiring)**

* Responsible for full life cycle of recruiting including sourcing, screening, interviewing, evaluating, presenting and closing candidates.
* Responsible for IT recruitment for (Permanent Positions).
* Initial screening and short listing of candidate as per job description and job specification
* Conduct first level interview (Telephonic) to check communication Skills, domain skills, interest level, availability, salary, etc.
* Scheduling the candidates and putting them for an interview
* Handled requirements of various experience level (1 – 4 years).
* Salary negotiation with Candidates
* Doing Post Offer follow-up to make sure the candidate joins within given timeframe
* Coordination with the candidates till joining.

### Education

* MBA from VMRF University (2007-2009)
* Trained on .Net, java, SQL, C, from one of the best Institute, NIIT Hyderabad