PRAVEEN KUMAR.A

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In quest of challenging assignments in the field of Management (Human Resource/Strategy/Information technology) to achieve organization goal effectively using technical, management skills gained through education and work experience

PROFILE SUMMARY

- ***6+ years of total experience working on Human resource, Digital marketing, Customer service field in UK, USA and India***
- ***MBA from University of Wales Institute, Cardiff, UK (Cardiff Metropolitan University) and MS (Software Engineering) from VIT university, India***
- Acquired in-depth knowledge of the subjects including International HRM, Marketing, Strategic Management, International Management, Accounts for decision makers, Research methods, Software Engineering etc.
- ***Deft in evaluating strategies for recruitment, selection, training, employee relations, reward systems & performance management and analysing the impact of globalization on employment practices in national & international contexts***
- Experienced working both In-house, agency environment filling up recent graduate, complex experienced Information technology, Engineering, Corporate positions & possess necessary capabilities to lead, coach and mentor Global Talent Acquisition Team
- ***Efficiently use HRIS, ATS system such as Zoniac, b2bBuyer™ Workforce MSXI (Ford, JLR), SAP Fieldglass, Workable Eploy, Exelare and passionate about learning new technology with ease***
- Adroit in analysing the influence of culture and ideology on national & International HRM policies and practices
- **Possess effective communication, people, project management and client servicing skills**
- **Liaising with Hiring Managers or Vendors having good stakeholder's skills, coordinating interviews across time zones in person or online using Skype/WebEx/GoToMeeting/Glowpoint etc. giving importance to candidate experience, diversity, conducting interviews & hiring culture fit candidates successfully**
- Other than Talent Acquisition I am also Involved in adhoc basis in a team environment conducting employee engagement event, onboarding, Induction & brainstorming with software team for upgrading new HR application (Mobile/Desktop), HR policy reviews etc.

Overall Positions/Requirement/Job requisition (UK, Europe (Spain, Czech Republic, Germany, Italy, Austria, Belgium), China, India & USA) (Talent sourcing & End to End recruitment) handled

Engineering & Others	Information Technology
- Senior Design Engineer (Creo/Catia/Unigraphics/Proe) - PLM/CAD Specialist: Teamcenter - Industrial Engineer (MOST/MTM/PMTS) - Manufacturing Engineer (Welding) - Should Costing Engineer - Material Flow Engineers/Managers - Logistic Engineer - EDS Harness Engineer (Arcadia/Capital harness/Vesys) - PLC Engineer - Embedded Engineer - NPI (New Product Introduction) Lead/Manager - Business Development Professional - Human Resource & Admin	- Project Manager/Programme Managers (Agile/Scrum Master/Business Intelligence Managers/ Infrastructure/Guidewire) - CIO (Chief Information Officer) - Software Craftsman - Data Scientist, Big Data Engineer and Machine Learning Engineers - AR/VR developers (Unity Developers) - Sitecore/Web Developer - Research Roles (ADAS & Autonomous Vehicles) - Digital Marketing Architect & Big Data Professionals - Android/iOS Developer (Pair Programming, TDD, etc) - Business Analyst (CRM/Financial/SAP) - Java/J2EE/SQL Developers & Architect - QA/Test developer/Release Engineers & Analyst - Security (CISSP, CISM) & Networking (CCNA, CUCM) Professional - Graduate Developers (C, Java, Android & .NET)

EXPERIENCE

Tiger Analytics LLP, India, Chennai, India (headquartered in Santa Clara, CA, USA) (Aug 2019 – Aug 2020)
Talent Acquisition Lead
- Part of newly formed team offshore-Chennai to support with US hiring and coaching, performing quality check of profiles tagged by two recruiting coordinators one based in India and other in the US.
- **Formulating Online testing platform like Hackerearth and Mettl for Data Science and Data Engineering hiring for US.**
- Involved in process improvement projects, extensively using ATS (Workable), LinkedIn Recruiter, Monster, Indeed etc.
- **Hiring for Associate Director/ Manager-Consulting, Data Scientist, Data Engineers, Machine Learning Engineers, Business Intelligence for clients such as HCSC, MetLife, Pepsico, Statefarm, Pizzahut, 2kgames, Wells Fargo, Bayer, Charles Schwab, Nationwide, Regions Bank and Vanguard.**

Caresoft Global Pvt Ltd, Chennai, India (headquartered in Illinois, USA) (Apr 2016 – Jul 2019)
(Affiliated to the Sakthi Group/ABT in India, a $2.0Bn conglomerate)
Talent Acquisition Executive/Researcher/Lead
Reporting to Global HR Manager

- Part of HR Shared Service team handling global recruitment & other HR activities
- *Involved in onsite travel to US, streamlining the recruitment process and helping business to achieve talent acquisition goals*
- Formulating the US Referral programme and hiring recruiter in the US.
- Project Lead for various internal HR projects Job Description evaluation, Employee Skill Matrix & Compensation benchmarking, effectively using Project management tool like TeamGannt
- **Managing 4-5 TA professional in Shared service environment based on requirement workload & also play a significant individual contributor role for supporting US, UK, Europe, and India hiring.**
- Responsible for regular excel, dashboard meetings with the Management (VP Global operations/ Technical Directors) along with US HR Manager/Europe/UK SPOC for discussing overall hiring status.
- *Strategic workforce planning for future projects, researching candidate profiles, providing necessary Salary/rate Benchmarking, competitor mapping for client, in-house positions,* well versed in technological pipelining, networking, getting references etc.
- SPOC from offshore (Single point of Contact) for US (Engineering & IT), European (Engineering & IT) & UK Information technology positions & *acting as SME (Subject matter expert) for Technology positions, mentoring the team on best Talent Acquisition practices*
- Focused on managing Global hiring using appropriate strategies to ensure the best quality of hire and cost per hire
- *Design change management & implementation of new Standard Operating Procedure (KPI, TAT etc.) for the newly formed scheduling/Follow-up team within the Shared service environment,* also involved in attending brainstorming session with software team for creating HR module on internal ERP system
- Ability to use Boolean search functionality on job portals/Social networks like Jobsite, Monster, Indeed, Totaljobs, Ladders, LinkedIn, Xing, Naukri...etc. in an efficient manner
- Always focused on employer branding & continuously researching on newer avenues of talent attraction like Stackoverflow, GitHub, Monster talentbin, meetup, Behance, Quora, Pinterest, Instagram…etc.
- *Worked extensively covering various geographies on following Engineering Positions Senior Design Engineer, CAE Analyst, Technical Writer, Harness, Industrial, Material flow/Logistic Engineer etc.… and on Information technology requirements such as Senior Software Engineer (.Net Platform), Network, Security Analyst, J2EE developers (HTML5 & AngularJs), Embedded Software professionals, IT Project Managers, Business Analysts, Digital Marketing Architect, Big Data, CRM, Mobile Developers (iOS/Android), Salesforce developers*
- *Working on Fortune client accounts like Ford of Britain, luxury automotive manufacturer Jaguar Land Rover (JLR), Visteon Corporation, Mondelez, Whirlpool, Navistar International, Lear Corporation, CNH industrial, Fiat Chrysler Automobiles …etc.*

Three-year three months geography wise working Timeline

Apr 2016- Apr 2017- UK: 60% India: 30% US: 10%
May 2017- Jan 2018- UK 40% Europe: 30% US: 20% India: 10%
Feb 2018- Jul 2019 - US 60% UK: 30% India: 10%

Wisdom InfoTech Pvt Ltd, Chennai, India (Mar 2015 – Mar 2016)
HR Coordinator
Reporting to Lead Talent Acquisition & supporting the Account Manager based in Brookfield, Wisconsin, USA

- Posting requirements on various job boards and sending bulk mails to candidates.
- Responsible for sourcing, screening and closing (End to End Recruitment process) for various technological positions in the United States for fortune 500 & mid-sized clients
- Aware of various US visa & tax terms, *deft in handling confidential data, HR Research, analysis, documentation & generation of reports*
- Ability to use search functionality on job portals like Dice, Monster, Indeed, Techfetch, Ladders, LinkedIn Recruiter, using internal applicant tracking system (Zoniac) & Referrals in an efficient manner
- Involved in hiring Recruiters/HR professionals for offshore location at Chennai. *Efficiently Recruited & handled three resources in a team, coaching & providing guidance to achieve business goals*
- *Worked extensively on following positions Business Intelligence Project Manager, Agile/Scrum Project managers, Project Manager (Claimcenter/PolicyCenter), BI Lead, Java Architects, developers, CIO, Oracle DBA, BA, QA, niche skills such as Sitecore CMS Architect, Guidewire Developers & Analyst*
- *Worked on IT requirements for Insurance, Manufacturing, Banking, Defence etc. clients such as American Family Insurance (AMFAM), West Bend Mutual Insurance, Erie Insurance, Universal North America, Regal Beloit, UBS, Rackspace, Social Security Administration/Lockheed Martin etc.*

Protechsoft Technologies Pvt Ltd, Chennai, India (Jun 2014 – Mar 2015)
HR Executive
Reporting to Managing Director

- Formulation of graduate recruitment strategy
- Preparing shortlisting matrix, scheduling, phone screening & conducting Interviews
- Liaising with certified training institute, consultancy/agencies getting their terms/conditions & filling up graduate roles for technology such as C, C#.Net, Java, Android, SQL etc.
- Creating effective job description & university student selection/rejection mail templates
- Involved in researching on the topics such as Business Intelligence, Big data & Open source technologies, preparing brochure content for Virtual Internship programme & career related organization website content

- Coordinating Technical written test & conducting Personal ability face to face interview for entry level tech hiring
- Liaised with Android team attending brainstorming session for creating Map based Android application for HR team.
- Undertaken Travel Assignments to Bangalore covered eight training institutes sourcing around 270 resumes & Hyderabad sourcing around 330 resumes for technology such as C, C# .Net, Core Java, Android & successfully coordinated initial technical written test

Project undertaken: Synthetic/Virtual Economy

- To Design a successful postgraduate programme for final year MBA (Marketing & Sales) graduates, to make them participate in a Virtual Knowledge based economy, hence improving university relations & having a pipeline of innovative graduates to fill up future positions in the organization

Project undertaken: Open Source Big Data & Business Intelligence Community

- To start an Open source community to design framework for effective use of Real Time Big data analytics in the field of healthcare by further research in Ubiquitous healthcare technology, encouraging recent graduates to be part of this research, community, fuelling innovation, improving university relations & thus building future technical talent pipeline

Sri Pradhyumna Technologies Pvt. Ltd, Bangalore, India (Jun 2013 – Jun 2014)
(A Bangalore based start-up providing IT Training, Services & Solar Photovoltaic Implementations)
Digital Marketing Consultant
Reporting to Chief Operating Officer

- Involved in generating Business leads via Social media/Internet
- Helping organization in creating effective Social media strategy
- Handling twitter, google plus, gosolarclub, slideshare, Vimeo, pinterest & youtube accounts
- Increasing brand strength online by posting services offered on various B2B/B2C websites & writing press releases

J. Sainsbury PLC, Cardiff, United Kingdom (Dec 2011 – Jan 2013)
Convenience Customer Service Assistant:
Helping customers to find what they want, explaining anything they need to know & managing stocks.
Skills developed includes

- Working in Teams
- Providing better customer service by personally understanding customer behavior

EDUCATION

2012	Master of Business Administration from University of Wales Institute, Cardiff, UK
2011	MS (Software engineering) from Vellore Institute of Technology University, India
2006	XII from SBOA HSS, Chennai (Matriculation board)
2004	X from National Public School, Chennai (CBSE Board)

ACADEMIC PROJECTS (MBA)

Title:	To Setup a Social Media Consultancy in Cardiff
Organization:	Cardiff School of Management
Description:	The project involved creating a successful business plan. Carried out a detailed competitor analysis & Market research. Assessed necessary strategic gaps. As a resource manager researched on Recruitment, training, development, retention, motivation, negotiation & EU employment policies. Prepared a three-year detailed financial plan forecast including the risk & suggested how to minimize the risk.
Title:	Recruitment & Equal opportunity in UK a Case Study Research
Organization:	Cardiff School of Management
Description:	The research paper was intended to find the difference in hiring process, diversity issues of SME & MNC in UK. Using qualitative analysis how the various research questions would be answered was discussed.

IT SKILLS, Awards & Certifications

- Well-versed with MS Office (Word/Excel/PowerPoint/Outlook), Project Management tool (teamgantt), IBM SPSS
- Good knowledge on programming languages such as Java, MATLAB, SQL & C language
- Acquired International English Language Testing System (IELTS) Certification
- Awarded 100% attendance in High School
- Team player of winning Cricket team Black Panther of Caresoft Premier League-2016
- Awarded "PAT on the Back" from Caresoft Global in year 2017 for quick learning attitude & using social media efficiently especially LinkedIn Recruiter account
- Awarded "PAT on the Back" from Caresoft Global in year 2018 for exceeding Quarter two hiring goals in US geography

Passport Number: J4040302
NI number (UK): SN758621B
Authorized to work in India
Possess Valid B1/B2 US visa with multiple entry valid till year 2028
Flexible to relocate globally & travel at short notice
Authorized to work in UK via sponsorship, Current status: Tier 4 Visa (Expired on 31/01/2013)
(Based on opportunity, business needs seeking Tier 2 Sponsorship or Intra Company transfer)
References: Available on request