

NAVIN RAJAN

Global Talent Partner | Technical Recruiting | Sourcing Automation & Talent Intelligence
9384020614 | Navinrajan1994@gmail.com | linkedin.com/in/navinrajan-s

Professional Summary

Strategic Global Talent Partner with 9+ years of global hiring experience building **scalable talent strategies** across Engineering, AI/ML, Product, and GTM functions. Converts reactive requisition-filling into **predictive, automation-first sourcing systems**, **cutting** offer-to-join cycle time by up to 67%, lifting response yield by 25–30%, and reducing manual HR/recruiting workload by up to 50%. Builds the **automation frameworks** (Power Automate, Ashby, and Workday) and **data-driven** reporting layer that lets distributed TA teams scale hiring for **GCC growth** without adding headcount.

Achievements

- **Best Performer of the Year - Revature** (2016 - 2017): recognized company-wide for sourcing output and mentorship contribution.
- **2nd Place, Sourcing Summit** (2023): ranked among 800+ global TA professionals in a live sourcing competition.
- **Equality Advocate, Mentor, Collaborator & Innovator - Huron** (2024): Recognized by team members for proven sourcing strategy, automation, and cross-team enablement.

Tools & Platforms

ATS / CRM / HRIS: Ashby, Workday, Avature, Salesforce, iCIMS, ServiceNow, UKG, Jira

Sourcing & Talent Intelligence: LinkedIn Recruiter, Naukri, Monster, Dice, CareerBuilder, ZoomInfo, SeekOut, HireEZ, Handshake, Juicebox, Clay

Automation & Workflow: Power Automate, Zapier, Make, n8n, Smartsheet, Asana

Analytics & Reporting: Power BI, Excel (Advanced/Automation), Tableau

AI & Productivity: Claude, Perplexity, GitHub, Slack, Stack Overflow, Kaggle

Background & Compliance: OnGrid, Sterling

Recruiting & Talent Acquisition Skills

Full-Cycle Technical Recruiting · Boolean & X-Ray Search · Talent Mapping & Market Intelligence · Predictive/Funnel Analytics · Diversity Sourcing Strategy · Stakeholder & Intake Management · Offer Negotiation & Closing · Candidate Experience Design · Employer Branding · Compensation Benchmarking · Interview Process & Scorecard Design · Executive Search · Automation

Certifications

- Tech Recruitment Certified Professional (Devskiller)
- Candidate Engagement (HireEZ)
- Certified LinkedIn Recruiter
- Recruiting with Agentic AI (HireEZ)
- Tech Recruitment Certified Professional (Devskiller)
- Talent Acquisition Leadership (HireEZ)
- Maestro Recruiter Certification (Naukri)

Education

MBA (HR), Bharathidasan University, Trichy, India
B.Sc. Computer Science, The New College, Chennai, India

2017 - 2019
2012 - 2015

Professional Experience

Global Talent Acquisition & HR Operations

NETGEAR

Sept 2025 – March 2026

6-month contract engagement based on business need; open to long-term opportunities.

- **Cut offer-to-join cycle time by 67%**, the single biggest driver of candidate drop-off, by owning offer rollout and onboarding coordination in UKG/Ashby, while cutting onboarding admin workload by 50% through standardized workflows.
- **Protected hiring manager trust in a fast-scaling India center by accelerating interview execution**, coordinating 500+ interviews across EMEA & APAC in 6 months, and standardizing scheduling using Ashby workflows, cutting scheduling lead time from 10 days to 3 (70% faster).
- **Enabled sustained pipeline coverage for Chennai & Bangalore technical hiring** by executing 250 targeted outreaches/week across firmware, networking, cloud, QA, product, and sales, sourcing via LinkedIn Recruiter and GitHub/developer communities to a 25% response rate.
- **Delivered a complete campus-to-desk hiring outcome for 40+ interns in 6 months** by managing recruitment operations across 8 universities, making end-to-end offers through onboarding NETGEAR's entry-level talent pipeline.
- **Strengthened candidate experience and reduced recruiter noise** by implementing structured communication cadences and status updates, cutting candidate follow-up emails 33%.
- **Improved sourcing decision speed for TA leadership** by producing weekly recruiting reports (outreach volume, response rate, scheduling throughput) alongside talent mapping/market intel that informed target-company list updates.

Global Talent Sourcer (Office of US)

Indeed | India – Remote

Feb 2025 – June 2025

Contract role; position impacted by business restructuring.

- **Advanced Indeed's inclusive hiring targets across EMEA & APAC** by proactively building diverse candidate pools for product, AI/ML, sales, client success, and GTM roles, growing diverse pipeline volume by 50% through inclusive networking channels.
- **Sustained requisition throughput under a high-volume global load** by executing 250+ targeted outreaches/week via LinkedIn Recruiter, Indeed Smart Sourcing, and custom search engines holding a 30% response rate and delivering 4 qualified submissions + 8 candidate screens per requisition/week.
- **Equipped recruiters and hiring managers to make faster, better-informed calls** by maintaining accurate pipeline data and partnering on talent mapping, market insight, and candidate personas across global technical and non-technical searches.
- **Unlocked previously stalled niche requisitions (AI/ML in Tokyo; Client Success/NAM across DACH, India, and Ireland)** by building new sourcing workflows and pipelines from scratch, cutting sourcing cycle time 50% for those searches.
- **Widened the top of the funnel for underrepresented talent** by activating job boards, professional associations, inclusive networking groups, referrals, and niche communities, improving passive candidate engagement 15–20%.
- **Improved shortlist readiness and reporting accuracy across all active searches** by refining Boolean strategy and pipeline tracking, reducing sourcing cycle time 50% on priority requisitions.

HR Operations Senior Analyst

Huron Consulting Group

August 2024 – December 2024

Internal transfer from US Talent Acquisition to India HR Shared Services & Operations due to business restructuring.

- **Reduced manual HR operations workload 50%** by designing Power Automate workflows for document collection and pre-boarding communications, cutting the onboarding/BGV cycle by 7 days.
- **Kept Day-1 readiness on track for 40+ new joiners/week** by managing high-volume India onboarding offer/onboarding documentation, Workday record creation, and induction coordination across recruiters, hiring managers, and payroll.
- **Held SLA adherence across a high-ticket-volume HR queue** by resolving 30–40 ServiceNow tickets/week spanning onboarding, offer letters, change requests, and lifecycle updates in Workday.
- **Strengthened data integrity across the employee lifecycle** by processing promotions, transfers, exits, and compensation/reporting-line changes in Workday/ServiceNow, proactively resolving discrepancies with HRBPs.
- **Elevated global HR service delivery** by identifying cross-region process gaps, upskilling the support team, and sharing India-region BGV automation and onboarding practices.

Talent Acquisition Associate (Office of US)

Huron Consulting Group

January 2023 – July 2024

Promoted and converted to FTE on the US Talent Acquisition team; remote employee supporting the US.

- **Advanced senior technical hiring by 25%** by independently managing 8 complex requisitions/month across the US, Canada, India, and Singapore, applying AI-assisted sourcing and advanced Boolean.
- **Resolved leadership's lack of sourcing-ROI visibility** by designing custom tracking dashboards in Power BI, Workday, and Avature that isolated top-performing channels, shortening time-to-fill on critical roles 20%.
- **Reduced sourcing cost by 15% and manual effort by 30%** by architecting automation frameworks that integrated AI-driven tools (HireEZ, SeekOut) with ATS data, eliminating redundant recruiter touchpoints globally.
- **Enabled data-driven executive decisions and lifted campaign effectiveness 40%** by partnering with US TA leadership on talent mapping, competitor analysis, and candidate personas for Digital (Workday/Oracle/Salesforce), Healthcare, Advisory, and Finance.
- **Drove tool adoption and sourcing capability across two regions** by developing training materials and hosting 3+ live sourcing webinars/jam sessions on OSINT, data scraping, and programmable search engines.

Talent Acquisition Senior Analyst (Office of US)

Huron Consulting Group

January 2022 – December 2022

Third-party payroll contractor supporting the US Talent Acquisition team as a remote employee.

- **Sustained pipeline growth across 15+ concurrent requisitions** by owning outreach, phone screens, and market intel in direct partnership with recruiters.
- **Scaled enterprise diversity outcomes 30%** by designing DE&I sourcing strategies, candidate personas, and underrepresented-network engagement plans.
- **Delivered 15% YoY growth in diverse hires** by proactively identifying and engaging underrepresented candidates through customized search strings.
- **Sharpened AMER search strategy alignment for hiring managers** by compiling weekly market intelligence on demographics, competitor hiring trends, and passive talent pools.

Senior Talent Sourcing Specialist

Revature

April 2020 – August 2021

Promoted within the company to lead a team.

- **Met Fortune 500 clients' technical demand at scale** by executing a sourcing strategy across LinkedIn Recruiter, Dice, Indeed, Monster, and CareerBuilder, delivering 300+ placements across Java, .NET, Python, cybersecurity, and business analysts.
- **Built a self-sustaining entry-level pipeline** by establishing recruitment partnerships with US universities, professors, and student bodies, driving 200+ entry-level placements.
- **Cut average time-to-hire 30%** by directing and mentoring a team of 5 junior sourcers on advanced Boolean logic, web sourcing, and candidate engagement.
- **Improved qualified submission rate 45%** by tracking sourcing KPIs in Excel and Salesforce and deploying data-driven workflow fixes, contributing to 100+ job-portal-sourced placements.
- **Opened new Fortune 500 client relationships** by using ZoomInfo for executive-level market mapping, generating targeted C-level and mid-management leads.
- **Kept pipeline conversion on target under shifting client requirements** by partnering with recruiting managers and client teams to define technical requirements and pivot sourcing strategy on real-time feedback.

Sourcing Associate

Revature

May 2016 – March 2020

Hired as FTE to support the US team.

- **Fulfilled high-volume North American Fortune 500 technical hiring** by executing advanced Boolean searches across Monster, Dice, and CareerBuilder to pipeline Java, .NET, QA, and data analyst talent.
- **Expanded early-career diverse pipelines aligned to North American hiring standards** by leveraging university databases to target STEM majors and coordinate veteran hiring initiatives.
- **Preserved data integrity for a 100,000+ record recruiting operation** by managing candidate and employee data in Salesforce across the full recruitment lifecycle.