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SUMMARY

Seasoned Talent Acquisition Leader with 22+ years of end-to-end recruitment experience across US, India. Proven track record in building high-performing tech teams for global clients through data-driven, AI-powered hiring strategies.

Expert in full-cycle recruitment, stakeholder engagement, account and delivery management, and recruitment analytics. Adept at developing sourcing strategies, enhancing diversity pipelines, and leading remote teams. Recognized for achieving record placements, high submittal-to-closure ratios, and sustained client satisfaction.

CORE COMPETENCIES

- Full-Cycle Technical Recruitment (IT, SaaS, Product, and Cloud)
 - Recruitment Strategy & Workforce Planning
 - AI-Driven Candidate Assessment & Interview Automation
 - Diversity, Equity & Inclusion (DEI) Hiring Initiatives
 - Recruitment Analytics, KPIs & Dashboard Reporting
 - Talent Market Intelligence & Competitor Mapping
 - Stakeholder & Leadership Hiring Collaboration
 - Team Leadership, Training, and Mentorship
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KEY RECRUITMENT KPIs

- Time-to-Fill: Reduced average closure cycle by 35% using AI-enabled screening tools.
 - Quality of Hire: Improved by 40% through structured competency-based interviews.
 - Diversity Hiring: Increased gender-diverse tech hires by 25% year-over-year.
 - Offer-to-Join Ratio: Maintained 85%+ consistency through candidate engagement initiatives.
 - Hiring Cost Efficiency: Reduced cost-per-hire by 20% using automation and referral programs.
 - Recruitment Analytics: Built dashboards to track pipeline health, hiring velocity, and source performance.
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PROFESSIONAL EXPERIENCE

Mando Technologies Inc — India

Head of Recruitment | April 2025 – Present

US-Based IT Staffing Company (Bench Sales & IT Recruitment)

Key Achievements:

- Led full-cycle recruitment for technology and product roles, partnering with clients such as TXDIR, DFW Airport, CCS Global, and Evolver Group.
 - Implemented AI-enabled interview platforms for technical and behavioral assessments, reducing bias and improving candidate evaluation accuracy.
 - Drove diversity-focused hiring programs, integrating inclusive sourcing practices and awareness sessions for hiring teams.
 - Designed and tracked recruitment KPIs through data dashboards for leadership reporting.
 - Mentored a high-performing team of recruiters, fostering performance, accountability, and collaboration.
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Photon — Hyderabad

Senior Recruitment Manager | June 2021 – Feb 2024

Delivered end-to-end tech hiring for enterprise clients including **Citi, Wells Fargo, KFC, Under Armour, and Allstate.**

Highlights:

- Delivered large-scale tech hiring for global clients such as Citi, Wells Fargo, Fidelity, KFC, and Inspire Brands.
 - Introduced AI-powered resume parsing and video interview tools to enhance shortlisting precision.
 - Drove inclusive hiring strategies focusing on gender balance and underrepresented talent pools.
 - Conducted KPI-based performance reviews measuring time-to-fill, source efficiency, and candidate NPS.
 - Mentored and trained recruiters on advanced sourcing and structured interview techniques.
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Baseforce Solutions — Hyderabad (Remote)

Recruitment Manager | July 2020 – Feb 2021

- Built recruitment operations for a European IT startup from the ground up (Greenfield setup).
 - Developed recruitment dashboards to monitor pipeline strength, TAT, and cost-per-hire metrics.
 - Introduced inclusive hiring campaigns leveraging social platforms to broaden candidate diversity.
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Fisec Global Inc. — Fremont, CA

Branch Head (Staffing & Benchsales) | Feb 2020 – July 2020

- Managed 25-member recruitment team hiring across US clients (HCL, Infosys, Cognizant).
 - Drove recruitment KPIs through weekly funnel analysis and closure forecasting.
 - Enhanced employer brand visibility through inclusive hiring initiatives.
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Solugenix — Hyderabad

Senior Talent Acquisition Manager | Nov 2018 – Sep 2019

- Spearheaded hiring for new clients including CIAI and Marsh, achieving aggressive SLA targets.
 - Enhanced interview quality through AI-assisted technical assessments.
 - Drove recruiter performance analytics using iCIMS dashboards.
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CTG Inc. — Hyderabad

Director of Recruitment | Apr 2016 – Mar 2017

- Built an offshore delivery centre, hiring and leading a 40+ recruiter team.
 - Delivered recruitment strategies generating significant revenue and client retention.
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Aurionpro Solutions Ltd — Hyderabad

Recruitment Manager / Branch Head | Apr 2013 – Mar 2016

- Scaled placements from 30 to 100+ annually; increased revenue by 200%.
 - Built diverse candidate pipelines using social media and brand-led campaigns.
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PREVIOUS ROLES

- **Recruitment Manager** | Software Transformations Inc. (2012–2013)
 - **Talent Acquisition Manager** | Hydus Technologies (2007–2012)
 - **Team Lead / Asst. Manager Recruitment** | Virtusa India Pvt. Ltd. (2005–2007)
 - **Manager Recruitment** | RedSalsa Technologies Inc. (2005)
 - **Lead Recruiter** | Zen InfoTech LLC (2003–2004)
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EDUCATION

Executive MBA (EPGBM) – Indian Institute of Management Calcutta (IIM-C), 2017–2018
Bachelor of Commerce (B.Com) – 2007

CERTIFICATIONS & TRAINING

- Train-the-Trainer Certification – Discovery Global Services
- Communication and Public Speaking Training – Alma Mater, Hyderabad