

Ashish Sharma

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Location: South Delhi - 110017

Open to: Full-time(5-day)working, Hybrid, Remote, Part-Time assignments.



CAREER ABSTRACT

Seasoned and result oriented Recruitment specialist with 16+ years of proven track record having forte in setting-up & 360 degree management of talent acquisition infrastructure in large scale multinationals, corporates & consulting firms cutting across domains like Cloud-Computing, Cyber-Security, Information Technology, NON-IT, BFSI, NBFC, BPO, SALES, PRODUCT & HEALTHCARE. Equally adept in individual contributor (IC) and large team leading roles – Mass/Volume/Super-Niche Hiring.

Skill-Set Profile:

- **Extensive work experience with MNC's like Microsoft, Fiserv, Religare & HCL Technologies.**
- **Multiple successful PAN INDIA mass ramp-ups for Mission critical projects @ Microsoft, HCL, FISERV & Religare.**
- **I bring hardcore recruiting experience to the table with exposure to gamut's like social media recruiting, head hunting, mass recruiting, niche skill hiring, campus hiring, diversity & inclusion, Artificial Intelligence, Cloud, Blockchain, AWS, BigData, Machine learning, Azure. *I have led teams of seasoned recruiters and have hands-on experience in setting up recruitment functions from ground zero.***
- **Equally Competent in INDIVIDUAL CONTRIBUTOR & LARGE TEAM-MANAGEMENT ROLE, worked " HANDS - ON " extensively on middle & senior leadership hiring into NBFC, BFSI & Information Technology.**
- **Proficient in handling activities like Recruitment, Social Media Hiring, MIS, Headhunting, Mass & Volume hiring, AD-posting & resume searches on jobsites such as Naukri, Monster, LinkedIn, GITHUB, Stackoverflow, Noticeperiod.com, Sheroes.com, Facebook, Twitter & google adwords etc.**
- **Operational competencies include Recruitment management system functional design, ATS, ERP, planning & delivering large weekend PAN India recruitment ramp ups from scratch in new locations, and vendor management.**
- **Hands-on experience on ATS (applicant tracking system) – SmartRecruit, Taleo, ZOHO, Workday, RMS, Dynamics ATS, HR ATS 365, and the Talent Acquisition app. & Boolean Searches.**

Achievements:

- ✓ ***Promoted Assistant Manager to Deputy Manager within 18 Months of Joining HCL.***
- ✓ ***Promoted Deputy Manager to Manager upon joining Religare.***
- ✓ ***Promoted Lead to Manager within 11 months of joining Fiserv.***
- ✓ **Recipient of prestigious "Shining Star" awards for Q4 – 2014.**
- ✓ **Successfully led & delivered GOA health-center project for Religare (Healthfore) @ Assam.**
- ✓ **Successfully conducted first time "All Women's Recruitment Drive" with solid selection numbers for HCL.**
- ✓ **Proven track record in hiring niche skills – SaaS, PaaS, Artificial Intelligence, Deep Learning, Machine Learning, Solution / Technical Architects, DevOps, AZURE, Amazon AWS, Cloud Computing, Big Data, Hadoop, AGILE & Waterfall, Penetration Testing, Ethical Hacking, SOC & NOC, MSBI, ETL-extract,transform,load. (SSRS)SQL Server Reporting Services (SSIS)SQL Sever Integration Services, (SSAS) SQL Server Analysis Services, Progress 4GL, Angular 4/5/6/7, UI/UX Design, IMS, Python, Perl / Shell Scripting, MEAN/MERN/Full Stack developer, VAPT.**

February 2017 onwards – StarBrain Consultants – Senior Manager Recruitment

- ❖ Heading the talent acquisition / staffing function for the organisation & managing client relations.
- ❖ Leading a team of 3 recruiters ensuring target allocation & their KPI's & KRA's.
- ❖ Managing the hiring process, this includes coordinating interviews, providing guidance to candidates, and ensuring all recruitment activities are compliant with relevant laws and regulations.
- ❖ **Individually recruiting for IT, ITES, sales & BSI domains leadership roles.**
- ❖ Maintaining recruitment metrics & dashboards for weekly & monthly recruitment reviews.
- ❖ Sourcing and screening candidates using various methods like job boards, social media, and professional networks.
- ❖ Fostering strong relationships with both clients and candidates to ensure a positive experience and future opportunities.
- ❖ **Servicing 60+ open mandates month-on-month basis with solid conversion ratio.**

August'2016 – February'2017: Microsoft Corporation, Gurgaon - Technology & Engineering Recruiter

- ❖ Hiring for India **Global Delivery & GTSC.**
- ❖ **Spearheaded MACH (Microsoft Academy Of Campus Hiring) & Springboard programs. Hiring cutting edge technologies like – AI, AZURE, Amazon AWS, Big Data, Hadoop, Hive, MapReduce, MSBI, Data Scientists, Deep Learning, and Machine Learning.**
- ❖ **Generated monthly, weekly & daily onsite recruitment dashboards / reports for Top Management**
- ❖ **Specializing in Social Media Recruitment.**
- ❖ Intake Sessions with Global leaders for new requirements.
- ❖ Internal Recruiting Adviser for Internal movements & IIPs.

February'14 – November'15: Fiserv India Private Limited, Noida - Manager Recruitment - Talent Acquisition Group

- ❖ **Recruitment head for the entire NCR region including Fiserv – Open Solutions & led a team of 10 recruiters**
- ❖ Spearheaded the migration process from current RMS (Recruitment Management System) to WD (Workday) including working closely with the US team to ensure seamless transition & mitigating gaps / leakages.
- ❖ Seasoned experience PAN India, with cross functional activities in managing Support, Leadership Hiring, ITES/BPO, IT, Staffing, Bulk Hiring, Campus Hiring, Lateral Hiring, Resourcing, Bench Management, RIMS (Remote Infrastructure Managed Services) hiring specializing into JIT (Just In Time) & niche skill hiring.
- ❖ Managing staffing vendors; Reviewing their Productivity, Quality and Turnaround time in fulfilling positions
- ❖ Developing targeted recruitment strategies for qualified candidates via direct sourcing, Headhunting, career fairs, database mining, referrals, advertising, networking, professional communities, etc.

Oct'2010–Feb'2013: Religare (NBFC & BFSI) Noida - Manager Recruitment - Talent Management Group

- ❖ Spearheaded responsibility for managing gamut of delivery & operations for large business accounts of Religare Technologies (DION-Noida, HEALTHFORE-Noida & Religare InfoTech-Mumbai)
- ❖ Generated monthly, weekly & daily onsite recruitment dashboards / reports for Top Management
- ❖ **Mentored & led a team of 6 recruiters; providing support in executing their KRA's & KPI's.**
- ❖ Leadership hiring for Sales Head, Practice Head, Program Manager & Techno-functional Consultants
- ❖ Analytical tools (SAS, CART, SPSS etc.) and techniques (regression, logistic, GLM, decision trees, machine learning, artificial intelligence etc.) Fraud Analytics. Actuaries. Predictive Modeling.
- ❖ Hired multilingual Doctors, Nurses & Health Assistant for recently launched healthcare initiative i.e. Healthline 24*7
- ❖ **Spearheaded Mass recruitment ramp-up in Assam for G.O.A. for Tele-radiology project for HealthFore**
- ❖ Played a key role in handling recruitment for Healthcare / IT & Non IT group companies with Volume hiring, niche hiring & campus hiring for skills – C++/C# & Financial Products Manager, Financial Modeling, Operations Risk Management (Basel I & II), IMS (Infrastructure Managed Services), Testing, Financial Business Analyst.

Aug'2008–Oct'2010: HCL Technologies Limited, PAN India – Deputy Manager – Technology Hiring

- ❖ Accountable for ECMP (Enterprise Content Management Practice) under ETS (Enterprise Transformation Services) for NCR region:
- ❖ **Mentored & Led team of 3 recruiters ensuring compliance to TAT & targets.**
- ❖ Handled activities related to recruitment of Senior Professionals including Business Unit Heads, Practice Heads, Program Managers, Technical Architects, Project Leaders, Project Managers, Technical Consultants, etc.
- ❖ **Individually worked on 80+ open requirements month on month.**
- ❖ **Played a stellar role in conducting All Women Drive (IV&VS Vertical - Testing) - 75 selected out of 300**
- ❖ Efficaciously managed ECMP - Content Management practice hiring Niche & rare skills like Documentum, FileNet, PEGA, Thunderhead, SharePoint, Silverlight, ROR, JSR168, Web-Sphere portal, OpenText ECM Suite, Content Lifecycle Management), Oracle Webcenter–Document Manager), Drupal, WCF & WPF, Testing, ERP (SAP, Oracle, PeopleSoft).

Aug'2004–Aug'2008: Elixir Web Solutions – Senior Recruitment Consultant - Technology Hiring

- ❖ **Handling end-to-end recruitment process for multiple clients like – IBM, Accenture, Fidelity & HCL.**
- ❖ **Mentored & Led team of 3 recruiters & ensured compliance to client requirements & targets.**
- ❖ Strong experience in sourcing profiles from various Job Portals (like Naukri, Monster, Internal data, Reference etc.)
- ❖ Maintaining recruitment metrics & dashboards for weekly & monthly recruitment reviews with leaders.
- ❖ **Collaborated with hiring managers @ client end to identify and source quality profiles on priority.**
- ❖ **Serviced 50+ open mandates on regular basis comprising of IT (Information Technology & Engineering) skill set like – IBM Mainframes (CICS, COBOL, JCL), zOS, SAP, Oracle, PeopleSoft, Java J2EE, .Net, Front-end /Backend technologies (HTML5, CSS, and JavaScript), Testing Tools Like-Manual, Automation, QTP, Performance Testing, Selenium. Networking/ Security: CCNA, CCNP, L2/L3, WLAN, Python, Component Object Model (COM) and Simple Object Access Protocol (SOAP), C, C++.**

EDUCATION

- ✚ **MBA (HR & Marketing) - Indian Institute of Planning & Management (1st Class) – (2002 to 2004)**
- ✚ **BBA - Chennai University (1st Class) – (1997 to 2000)**
- ✚ **GSEM - EMPI Business School (1st Class) – (1997 to 2000)**
- ✚ **Senior Secondary – CBSE Board – Chiranjiv Bharati School (1st Class) – (1996 to 1997)**
- ✚ **Higher Secondary – CBSE Board – Chiranjiv Bharati School (1st Class) – (1994 to 1995)**