MANJUNATH H

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PROFILE SUMMARY

- **Six Years** of experience in Technical Recruitment involved in Product Hiring
- Extensive experience in hiring candidates for various industries like E-commerce, Healthcare, Telecom, & Digital Marketing and from leading firms Amazon, Microsoft, Walmart, eBay, Akamai, Epsilon and Start-ups
- Proven ability in managing all phases of full-cycle recruiting includes, creating job descriptions, mapping of skilled talent, salary negotiation, offer documentation, placement, and on-boarding
- Expertise in sourcing, pre-screening and mapping profiles for across levels using Social Media, Job Boards, LinkedIn, Passive Sourcing, Niche Hiring, and Headhunting
- Adept at prioritizing, planning, and organizing workload to meet short-medium, and long-term deadlines
- Demonstrated capability in developing recruitment strategies along with the competency in coordinating with business unit leaders and hiring managers to comprehend the talent requirement
- Good in stakeholder management & interpersonal skills

Specialized in: Developers (Backend, Frontend, Full Stack), Java, Python, Machine Learning, Data Scientist, Big Data, Hadoop, Engineering Managers, QA, AEM, SDET, etc.

NOTEWORTHY ACCOMPLISHMENTS

- Successfully hired 200+ candidates so far, developed teams in Product & Analytics team
- Won a Most Promising Fresher Award from VP of New Era
- Achieved Make it Happen Award form Director Indegene
- Participated in Hackathon organized by LinkedIn

SKILLS

- Full Life Cycle Recruiting
- Technical Recruitment
- Talent Acquisition
- Lateral Hiring
- Head Hunting
- Market Mapping
- Benefits Negotiation
- Talent Management
- Diversity Hiring
- Recruiting Tools Utilization
- Product Hiring
- Stakeholder Management

TECHNICAL SKILLS

- **MS Office**   : Excel & PowerPoint
- **ATS/Database**   : Hire Craft, AMS Jobvite, Taleo, and SmartRecruiter
- **Sourcing tools**   : LinkedIn, Google Search, Boolean Strings, GitHub, X-Ray Search, Kaggle, Job boards, etc

CERTIFICATION

- Achieved Certificate of Excellence for completing the SourcePRO Recruitment

WORK EXPERIENCE

Organization	Designation	Duration
Epsilon, Bangalore, India	Technical Recruiter	Feb 2019 - Present
Akamai Bangalore, India	Talent Acquisition Specialist	Jul 2018 - Dec 2019
Indegene, Bangalore, India	Sr. Executive Talent Acquisition	Jan 2017 - Apr 2018
CareerNet Technologies, Bangalore, India	Technical Recruiter	Oct 2014 - Jun 2016
Ericsson Global India, Bangalore, India	Resource Executive - IT	Aug 2013 - Oct 2014

Overall Responsibilities:

- @Epsilon, currently involved in hiring for Product group, Auto Engineering, Digital Experience business units.
- @Akamai, previously involved in hiring for Product Teams (Media, SDN, Aka-tech)
- @Indegene, built Analytics teams from the scratch up to team size of 60 associates within a year.
- @CareerNet, involved in hiring for niche skills and companies like Microsoft, Amazon, Walmart, Zen drive, moon frog, etc.
- @Ercisson, was involved in hiring for Network Developers, Testers, 4G, 5G(VoLTE), OSS, BSS billing, Network Managers.
- Creating a job description, sourcing candidates, & screening applications to check the eligibility in meeting requirement of the position.
- Sourcing candidates via LinkedIn, Google Search, Boolean Strings, GitHub, X-Ray Search, Kaggle, etc.
- Briefing candidates about the job profile, organization values, etc.
- Connecting stakeholders for weekly/fortnightly cadence meetings.
- Advising business on the available talent pool and planning recruitment drives.
- Performing negotiation on the salary package and involved till onboarding the candidate.
- Good experience in Later hiring (from Level 2 – Director) & Campus hiring.
- Successful in recruiting and selecting highly skilled resources from internal and external sources
- Achieving hiring requirements via preparing and executing effective recruiting strategies
- Effectively meeting future hiring targets through developing and maintaining an active pool of candidates

- Ensuring current positions is posted accurately in all recruiting systems and job boards.
- Planning and coordinating events, assessment, and interviews for hiring candidates.
- Associating with programs team to drive employee referral programs and diversity hiring.
- Diligently maintaining and updating applicant & offer activity.

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