

# BHYRAPPAJI M D

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Talent Acquisition, Talent Management, Stake Holder Management and Vendor Management.

## Professional Profile

- HR Professional with an extensive 10+ years of experience in Talent Acquisition, Recruitments, Talent Management, Analytics, Compensation, Vendor Management, Stake Holder management and Resource Planning.
- Excellent in Client Management, Business Gain and Escalation handling.
- Proficient in Lateral & Niche hiring, Mid Management & Leadership hiring, Fresher's hiring.
- Possess strong recruitment experience in IT, Telecom and Automotive domain.
- Have been a team leader with strong coaching & mentoring skills along with solid stakeholder management experience.
- Having Experience in Start-up environment and built Recruitment Processes and team from Scratch.

## Education

- MBA From Bangalore University in 2009.
- BSc From Bangalore University in 2006.

## Work Experience

**Vecrear technologies Pvt. Ltd. Bangalore.**

**Manager: TalentAcquisition.**

**May 2021 – Present.**

- Managing end to end recruitment processes for Vecrear Technologies for their IT requirements.
- Creating strategic sourcing plans, identifying right source-mix, evaluating applicants, facilitating internal & external postings, HR screening and fitment, internal candidate management along with promotion and redeployment.
- Formulating hiring plans for Business Groups which are result oriented and cost effective.
- Partnering with Business Leaders, Line Managers, BHRs to create factual recruitment plans and conducting regular touch base to ensure timely deliveries.
- Proficient in handling offer negotiations, internal promotions, contract conversions within set framework.
- Having experience in handling a team up-to 10 members.
- Weekly team meetings, monthly reviews.
- Monthly Presentation to Management about Recruitment processes, Database Management, team Performance, Current hiring's progress and upcoming hiring's.
- **Involved in Induction and BGV Processes.**

**Stake holder / Account Management:**

- Actively involved in Client Interaction's and Responsible for end-to-end fulfillment of client IT positions and maintaining good relationship with Resource partners on an on-going Basis.
- Having a thorough understanding of key customer needs and requirements.
- Played an integral role in generating new sales that will turn into long-lasting relationships.
- Preparing regular reports of progress and forecasts to internal and external stakeholders using key account metrics.
- Gathering Requirements.
- Research and Suggest key customer wants and needs.
- Lead and facilitate collaborative efforts among departments.
- Follow up with the client for Payment's and PO's.
- Client Successful and satisfied Relationship, Regular meetings and Escalations handling.

**Vendor Management:**

- Identifying the right fit vendors.
- Addition and Deletion of Vendors.
- Vendor assessment as per their quarterly performance.
- Payment and invoice follow up.
- Regular meetings and Discussion on open positions and strategic ways to fill

Clients Working For: CommScope and Capgemini.

**CrystalTouch Technologies (OPC) pvt.ltd. Bangalore.**

**Manager: Recruitment and delivery.**

**(This is my own firm)**

**September 2018 to March 2021.**

- Screening, Shortlisting, follow up and On-board the Selected resources.
- Worked on Permanent, Contract, Contract to hire and fixed term contract models.
- Using Portals, Social Media's, Referrals, Internal Database and Head hunting for the right fitment of the profiles.
- Handling a team of recruiters, Work from home guys and freelance recruiters.
- Client regular meetings and interactions.
- Recruitment strategies and Budgeting.
- Salary negotiations.
- Entry formalities.
- Profiles database management.
- Keeping a track of Hiring, Pipeline, Team target and achievement and attrition rate.
- Event management: Birthday's, Day out's and Festival and Ceremony Celebrations.
- Walk-in and Scheduled interview coordination.
- Worked on Internal requirements and External Client Requirements as well.
- Regular Tech team and Client meetings for gathering new requirements.
- JD formations and finalizations as per the tech team needs.

- Collecting the related documents with the final selected candidates for the on boarding process.
- Finalizing the individual targets by discussing with the respective employee.
- Motivating team to achieve the given target.

**Crystalmind Technologies pvt.ltd. Bangalore.**  
**Sr. Manager: Client management and Delivery**  
**December 2016 to August 2018.**

- Responsible for Lateral Demand Fulfillment and Fresher Hiring
- Team management - ensuring recruitment metrics & targets are met on time, ensuring swift demand closure with minimal escalation.
- Identify front line staffing needs to meet the targets.
- Provide compensation inputs to the C&B team about changing market trends
- Client/Stakeholder Management - Interacting with Business to understand their requirement better and deliver quality profiles
- Understanding / Gathering staffing requirements from unit heads / Management
- Frequent reviews with Industry Group leads to provide demand progress status, highlight, wins, issues, and challenges
- Highlighting the demand fulfilment probability proactively to the business, highlighting risk and requesting for flexes
- Interact with the internal sourcing support teams for recruitment support and to help bridge the sourcing gap
- Expert in Niche/emerging skills in technology and volume hiring Niche skills.
- **Stake Holder Management.**
- **Vendor Management.**
- **Involved in BGV Processes.**

Clients Worked For : TCS, Embitel Technologies, Samsung.

**LogiproSoftware Pvt. Ltd. Bangalore.**  
**Manager; Human Resource.**  
**September 2013 to April 2016.**

- Direct accountability of Executive/Leadership & lateral hiring globally ( Entry to the Associate Director Level )
- Building robust Recruitment & Resource Management team
- Leading the Talent acquisition work stream within recruitment scope.
- Candidate Management.
- Volume, Niche, regional and Leadership hiring
- Driving process transformation/automation/cost enhancements
- Stakeholder Management (involved in critical decision/discussion points with leadership in business & HR)
- Decision maker for choosing the optimum recruitment channel with special focus on New Age sourcing techniques

- Talent Branding & focused branding planning for Niche skills
- Team capability building/coaching
- Have a big picture view and the ability to communicate this to stakeholders across the businesses
- Execute resource management strategy for the function to meet workforce needs in line with the business requirements, ensuring speed, cost and efficiency
- Liaise with Finance and HR Services to ensure the successful execution and perfection on the plan
- Manage monthly metrics reporting and identify trends and issues
- Quarterly/monthly resource forecasting summary and review
- Engage in working jointly with the team, Hiring managers and HR teams, do detailed level manpower planning and strategy, monitor headcount and variance against the plan, push recruitment to deliver as per the plan, and resolve headcount or staffing related issues.
- **Key Account Management / Stake holder Management.**
- **Vendor Management.**
- **Involved in BGV processes.**

Clients Worked For: Infosys, Samsung, Toshiba, Mindtree, IBM, Etc..

**Optime Info services Pvt. Ltd. Bangalore.**

**Sr. HR Executive.**

**January 2012 to September 2013.**

- Utilized company website, internal database, and other sourcing tools viz. LinkedIn, Facebook, to source the candidates.
- Effectively understood & analyzed the requirements, scrutinized resumes, interacted with candidates to understand their capabilities and ensured right match for every requirement.
- Efficiently informed candidates of job duties, responsibilities, compensation, benefits structure, work schedules, working conditions, company policies and other related information cautiously before the start of their assignments.
- Managed Interview Process, scheduled resources and facilitated feedback through well-structured process.
- Managed to have maximum number of hiring with good gross margins amongst departments globally.
- End to End Recruitment.

**LogiproSoftware Pvt. Ltd. Bangalore.**

**Senior Business Development Executive**

**August 2010 to December 2011.**

- Staffing Sales.
- Client Management.
- Managing the Delivery managers, Recruiters.
- Key account Management.