

Prasanna S.Deshpande

Team Lead- Talent Acquisition Team

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Career Summary:

- Having 9 years of experience in end to end recruitment in IT and Automotive industry.
- Good experience in Permanent and Contract to Hire Requirements.
- Worked on Contract staffing in both domestic and onsite requirements.
- Experienced in conducting walk-ins to fill the required skills within the given time.
- Good understanding of technology and able to deliver consistently on technology roles.
- Can handle Multiple Clients at a time and can work on different requirements collectively with proven results.
- Expertise in Sourcing, Screening, short listing, interviewing, negotiating, offer release, follow Up, on boarding.
- Used innovative ways to source candidates that include Internet searches, database, searching, active referral generation and sourcing.
- Experienced in working with different domains like Banking, Insurance, Embedded, and Automotive.
- Experience in Handling the Team and Good individual contributor.

Employment History:

- Working as a **Team Lead- Talent Acquisition Team with Creative Synergies Group (Creative)** from **1st March 2021 to till date.**
- Worked as a **Sr. Executive HR with RLE INDIA Pvt Ltd** from **Apr 2019- Feb 2021.**
- Worked as a **HR Executive with Infiquity Auto Technology** from **Jan 2016 – Apr 2019**
- Worked as a **HR Associate** with **Sanmai Technologies** from **Nov 2012 - Nov 2015**

Technical Skills:

Technology	Skill Set & tools
HMI	QT, EB GUIDE, GUI, Altia, LED, LCD Displays.
Bluetooth Profiles	HFP, A2DP ,AVRCP , PBAP ,MAP
Embedded Testing	CANoe, CANalyser , CAPL Scripting
ADAS	Instrument cluster, Fuel, Warning messages, Service message,Gear information, Temp, speed, Lane, Cruise control, Reverse camera
CAN & Diagnostic	CAN, J1939, UDS, AUTOSAR, ISO26262
Protocols	CAN, LIN, I2C, MODBUS, SPI, UART, J1939,RS 242
Power Train EMS	Oscilloscope, Matlab, Simulink, emulators, simulators, M Script,
Database	SQL, PL/SQL
Languages	Java, C, C++, JavaScript, C#.net, ASP.net, Python
Configuration Tools	Jira, DOORS, GIT, GERRIT, Cleat Case, Jenkins
Audio	DTS, Dollby, DSP, , FIR filters, gain, delay, any audio post processing algorithm, Wave file format , sampling frequency, audacity, Sound Forge

Positions Handled:

Automotive: Automotive Embedded Developers, infotainment, HMI, instrument cluster, Advance Driver assistance Systems (ADAS) Engineers, radar engineers in safety, Autosar Architecture, Matlab developers, MBD Engineers, Audio Technology Engineers, and Audio DSP Engineers.

Verification & Validation Engineers: Infotainment Testers (System testing of HMI, Tuner, Media, and Connectivity), HIL Testing, Bluetooth Testing/developers, ADAS Validation Engineers.

Design Engineers: HVAC, Exhaust systems, UG-NX, Creo, CATIA V5 V6, Wiring Harness, Ansys,

IT : Azure Cloud Engineer, AWS, Application software developer, Automation testing Engineer, Software Developer , Data scientist, Big data engineer, Business Analyst, QA Engineer I, Full stack developer, Front End Developer, Solution architect, Project Lead Application software.

Professional Experience:

Creative Synergy (Creative Groups) Team Lead-Talent Acquisition

Mar 2021 – Till Date

CREATIVE is A Leading Digital Innovation Solution Provider Synergizing Deep Domain Expertise And NextGen Technologies To Deliver Convergence Of Digital Engineering, Embedded Systems And Software Technologies Globally.

Roles & responsibilities:

- Working as Team Lead Talent Acquisition for Automotive, IT and Engineering services domain.
- Strong knowledge on multiple recruiting sources including various job boards such as Naukri, LinkedIn, Employee Referrals (ERP), Vendors.
- Single point of contact for complete Embedded and Automotive electronics for ICS and internal requirements.
- Connecting between Hiring Managers, Technical interviewers and the candidate and ensure the interview is conducted efficiently and professionally.
- Acting as a Team Lead and Individual contributor.

RLE INDIA PVT LTD, Bengaluru Sr. Executive HR- Talent Acquisition

Apr 2019- Feb 2021

RLE INDIA was set as a 100% owned subsidiary of RLE INTERNATIONAL Group in 2005 with a dual purpose, one, to act as an offshore delivery center for RLE Group's global projects and two, to offer RLE's Global competencies in a Best Value model to the Indian OEMs and Tier1s.

Roles & responsibilities:

- Working as Senior HR Executive Talent Acquisition team.
- Handling the Client requirements END to END.
- Create and innovate sourcing strategies to optimize quality, cost and availability of right talent pool.
- Strong knowledge on multiple recruiting sources including various job boards such as Naukri, LinkedIn, Employee Referrals (ERP), Vendors.
- Drive referral initiative and Diversity hiring in Technology space.
- Acting as an interface between Hiring Managers, Technical interviewers and the candidate and ensure the interview is conducted efficiently and professionally.

- Handling automotive clients FORD and DICV in Chennai region, MBRDI in Bengaluru.
- Manages complete Embedded and Automotive electronic recruitment for RLE India.
- Able to setup 5 members HIL testing team for FNA customer in short notice of time.
- Expertise in V&V, MBD, ADAS, HIL, and MATLAB requirements.
- Speaking with client for JD understanding and getting requirements.
- End- to- End follow-up of the candidates (pre and post offer related issues).
- Effective salary negotiations to fit the candidate in the allocated budget.
- Maintenance of various HR Database.

Infiquity Auto Technologies, Bengaluru
HR Executive – Talent Acquisition

Jan 2016-Apr 2019

Infiquity Auto Technologies Pvt Ltd is India's Emerging Embedded software, Hardware and Application Development Company, which is also Pioneer in Automotive Product Research & development. Staff augmentation is part of Business

- Worked as HR Executive-Talent Acquisition Team.?
- Handled the Recruitment process End to end.?
- Hiring for Contract C2H and Permanent role
- Conducting walk-ins, BGV, Offer release, onboarding process.?
- Understanding the Customer requirements.?
- Preparing advertisement and, Bulk Mailing, online postings using a wide range of media (e.g. websites, and various job portals). ?
- Responsible for sourcing candidate to till on boarding him/her.?
- Worked for IT clients Flipkart, Mindtree, TCS, Deutsche Bank. ?
- **Deputed to RLE India Pvt Ltd Bengaluru, from Nov 2018 to Apr 2019.?**

Sanmai Technologies, Hubli
HR Associate

Nov 2012- Dec 2015

Sanmai Technologies handles projects like Federal Government Projects for Renewable Energy Sources and Education Promotions, This project was out sourced by federal govt. of US,UK and Australia for making promotions of renewable energy source and education system through voice call (inbound and outbound) and it is into App development for Android and Staff augmentation. I was one of the partner and investor in that company.

Roles & responsibilities:

- Handled team of twenty members comprising of call associates
- Training new joiners.
- System Administration, Installing, Maintaining and supporting servers and other computer systems.
- Recruitment of new engineers based on the skill sets required for In house and for our clients.
- HR Generalist like maintaining the workers data, login and logout

Clients Handled



Key Skills Worked with:

Automotive domain: CAN, CANoe, CANalyser, CAPL Scripting, Instrument cluster, BCM, HVAC, Infotainment, Autosar, Embedded C, Embedded Development, Embedded Testing, Dspace (Control desk, automation desk) HIL,MIL,SIL,MATLAB, SIMULINK, CANTata, Unit testing, MBD, Automotive Infotainment, HMI, Display, LIN, I2C, SPI, UART, J1939,C++,Python.

IT Domain: SQL, PL/SQL, C#, Java, C, C++, Java Script, C#.net, ASP.net, Jira, DOORS, GIT, GERRIT, Cleat Case, Jenkins, Big Data, Hadoop, HIVE, SharePoint, Artificial Intelligence, Data Analytics, R or Python statistical programming language, Solution architecture, IT, OT, IOT.

Vendor Management:

- Interacting with vendor on daily basis.
- Sharing requirements, checking duplicity, screening profiles form them.
- Coordinating with vendor for Short listing, Interviews, offer process, and joining formalities.
- Handling all most 5 vendors at a time.

Co-curricular Activities:

- Participated in Techno management fest as a student coordinator.
- Actively Participated in organizing events at college level.
- Participated as a volunteer in blood donation campaigns.

Technical Skills:

- Windows 7 and Windows 10 OS
- MS Office

Domain:

- IT -E-commerce, BFSI, Embedded, Engineering Services, Automotive.
- Non-IT- BPO/KPO, Medical, Network, Media, Electronics.

Education Qualifications:

**B.E. |Bsaveshwar Engineering College Bagalkot (VTU) | 2012
Instrumentation Technology| 6.95 CGPA |**

Personal Details:

Father Name: Swamirao Deshpande

Date of Birth: 29th Nov 1990

Marital Status: Married

Gender: Male

Language: Kannada, English, Hindi

Passport No : Z3472654

Address: P S Deshpande, PNo 26, Yamuna nivas, 8th Cross, Vidyagiri Bagalkot Karnataka 587102

Declaration:

I hereby declare that the above written particulars are true to the best of my knowledge.

Place:Bengaluru

Date:

Prasanna Deshpande