

# APARNA YELLAPRAGADA

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LINKEDIN

<https://www.linkedin.com/in/aparna-yellapragada-885a5778/>



PROFILE

An experienced and dedicated Human Resources professional, 5 Years experience in several mar-tech & tech product startups in hiring teams from scratch, streamlining hiring processes.



PROFESSIONAL EXPERIENCE

## Senior HR Recruiter

Ideapoke Technologies Pvt. Ltd.  
Feb 2020 - May 2020

- Worked closely with CEO in hiring leadership roles - Product owner, Senior data scientist, Technical Architect, Senior research analyst.
- Streamlined the hiring process, HR Operations.
- Setting up a monthly and annual performance review plan.

## Talent Acquisition Specialist

Auzmor.Inc  
March 2019 - September 2019

- Built a new team by hiring 16 Full stack developers in 3 months
- Setup TA systems and streamlined recruitment & referral processes
- Sourced candidates through Hackathatons, hiring drives and headhunting
- Designed HR Policies and Practices for HR Operations, Employee Retention, Employee Engagement
- Employer branding for the young startup on various online and offline tech events
- Managed external ISO certification audit on Recruitment process, Employee data security
- Product feature inputs to ATS & LMS systems built by the company

## HR consultant

ReportGarden. Inc  
Sept 2016 - Mar 2019

### Talent Acquisition:

- Resource Planning and optimization of hiring metrics
- Prepared recruitment roadmap based on analysis of requisition and sourcing channels/ partners
- Recruited more than 70+ candidates, across all the verticals like Technology, Product, Marketing, Sales and Finance
- Leadership hiring for Product Manager & Marketing Manager
- Organized Campus hiring & relational management with India's leading technology & management schools
- Standardized and managed the interview process for all roles
- Drove weekly meetings with CEO and leadership team on hiring status and open positions across all teams

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## HR consultant

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### HR Operations:

Designed and executed HR Policies & Practices throughout the employee lifecycle

Implemented HRIS system & setup POSH (Prevention Of Sexual Harassment) committee, with help of NGO - Mythri Speaks.

Initiated Employee Engagement activities and internal HR communications calendar

Led employee goal setting and Performance Management

Facilitated employee US business visas by coordinating with US immigration office

## HR Recruiter

Quess Corp (MAGNA INFOTECH LTD.)

Mar 2015 - Sept 2016

- Tech Hiring across middle & senior levels for Qualcomm, Nokia, Renault-Nissan, Bosch, Caterpillar, etc. (Contract staffing)
- Sourced through job portals like Naukri/ LinkedIn, referrals
- Sourcing & participating in recruitment drive and events.
- Coordinate with candidate and Hiring Managers for interviews
- Getting interview feedback from the technical panel and sharing those details with candidates.
- Daily & weekly reporting (MiS) on hiring status & open positions
- Document collection for Offer release and managing Background Verification (BGV)
- Continuous candidate engagement (CCE) for helping candidate understand his role/ company better to prevent ghosting
- Assist candidates with joining formalities in internal recruitment portal
- Track & redeploy resources after their current assignment tenure

### Awards & Achievements:

- 'High Project Deliverables' award for consistently overachieving targets
- Top 1% in the company for variable payout

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## EXPERTISE

- Product hiring
- Startup HR processes
- Vendor Management
- ATS
- Campus Hiring
- Stakeholder Management



## EDUCATION

2011 - 2015	Bachelor of Technology, JNTUH
2009 - 2011	12th, Board of Intermediate, Andhra Pradesh
2008 - 2009	10th, CBSE



## SKILLS

- Leadership
- Communication
- Content writing
- Strategic Planning
- Visual Presentations
- Public Speaking



## REFERENCES

**Mr. Sanjay Sahoo**  
Co-founder, Ideapoke

**Mr. Bhanu Prakash**  
Head of Products, Auzmor