

# Tanushree Kar

Talent Acquisition Specialist

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## Skills & Expertise

- Team Management and Positive Attitude
- ATS
- Talent Management

## Sourcing Channels

- LinkedIn
- Naukri
- CareerBuilder
- Monster
- Dice
- Indeed

## Education

- **IGIT Sarang (B.Tech in Metallurgical and Materials Engineering ) ( 2013 – 2017)**

## Work Experience

- **Impetus Technologies, Bangalore, Karnataka**  
**Feb 2021 – Present**  
**Sr. Executive (HEG)**

Impetus Technologies is a software products and services company focused on creating powerful and intelligent enterprises through deep data awareness, data integration and advanced data analytics. Enabling a unified, clear, and present view for the enterprise by enabling data warehouse modernization, unification of data sources, self-service ETL, advanced analytics, and BI consumption. For more than a decade, Impetus has been the 'Partner of Choice' for several Fortune 500 enterprises in transforming their data and analytics lifecycle. The company brings together a unique mix of software products, consulting services, and technology expertise

### Roles and Responsibilities:

- Responsible for the whole recruitment process from understanding requisitions, posting on different platforms , direct sourcing ,market research , cold calling, screening, scheduling interviews, assessing conducting HR discussions, selecting ,hiring ,negotiating and on-boarding.
- Generating recruiting data and metrics on weekly basis and publishing the report to larger team.
- Developed, drove and executed comprehensive search strategies for niche skills in limited candidate space.
- Hosting and managing end to end weekend hiring events.
- Provide recommendations to improve the process and provide detailed information regarding the market conditions to management
- Establish and maintain meaningful relationships across management and key cross-functional stakeholders internally

## Certifications and Achievement

- **Digitally Certified Recruiter**
- **LinkedIn Certified Recruiter**
- **Won Rising Star Award in Collabera**
- **Awarded as the Star of the Month multiple times in Impetus**
- **Awarded in the Excellence Awards for 2021 in Impetus**

- **Collabera Inc., Vadodara, Gujarat ( Feb 2018 – Feb 2021)**

### **Sr. Technical Recruiter**

(Industry – Healthcare, IT & Services, Banking & Finance, E-commerce, Energy and Utilities, Automotive)

Clients: Bank of America, Truist Financial, Optum-UHG, Consumers Energy, Ally Bank, Hyundai, Accident Fund Group Holdings. Collabera is ranked the 9th Largest Information Technology (IT) and professional staffing firms in the U.S., with more than \$650 million in sales revenue and a global presence that represents approximately 16,000+ professionals across North America, Asia Pacific and Europe. We support our clients with a strong recruitment model and a sincere commitment to their success, which is why more than 90% of our enterprise clients rank us among their top three staffing suppliers by performance. We are committed to exceeding our clients' needs, while maintaining a high level of employee satisfaction.

### **Roles and Responsibilities:**

- Source, screen and interview exceptional leaders from global networks, online and internal databases
- Employee referrals and passive candidates through networking and research
- Mentored and trained new joiners
- Evaluate and improve existing HR practices to introduce new perspectives, trends and processes
- Conduct weekly reviews & present an action plan to the Management
- Strategic Partner to hiring managers on recruitment best practices, process management, market intelligence, strategic hiring.
- Assisted with new job requisition writing, grade/role leveling, and compensation evaluations
- Developed & executed Recruitment strategy, workforce planning, supported recruitment process in USA
- Responsibility in requirement allocation, monitoring results as well as utilization of system to generate analysis on key staffing data and identifying scheduling conflicts and communicate issues to leadership as necessary
- Responsible for attending weekly client calls and governance calls for multiple account
- Managing the relationships with VMO Coordinator, hiring managers and Account Managers to understand their needs and typical hiring profiles
- Managing vendor documents for contract management, checking documents online, following up with clients for communication and relationship with suppliers, for all day-to-day updates regarding orders, delivery and payment forecasts, etc.
- Oversee completion of on-boarding materials and ensure supplier/client compliance is met