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HARISH CHAPPA

Profile Summary:

Harish, A seasoned Talent Acquisition Professional with close to seven years of experience with a bachelor's Engineering Degree from JNTU Hyderabad. He has got an opportunity to work for IT & NonIT recruitment verticals for SAS, Marketing Automation, CRM, ERP,EIM & Telecom product space. He has been working for top notch product organizations like Practo, Magnitude, Gamooga & Tanla in different profiles hiring in both IT and Non IT recruitment. Also he has had an experience as a consultant through Human Capital solutions India & Feujiyama Software Solutions where he has to support the hiring needs for Early stage, Fintech and Substantial product organizations in both IT and Non It requirements. He was worked for different profiles hiring, right from entry level to C – level hiring. Harish good at building strategies towards recruiting and create SLA's for to make better recruitment process. Harish has a rich experience in campus hiring in topnotch institutions like IIT / NIT / BITS /IIIT /IIM campus across India a as spoc and brand evangelist for all of his employers. Through networking he is able to establish strong relationships with multiple institutions in order to gain assistance with identifying potential candidates for my requirement.

Education:

Qualification	College /University	Year of Pass	Score
BE(EEE)	JNTU Hyderabad	2009 -13	72% (Distinction)
Intermediate (MPC)	Narayana Junior College	2006 -08	84% (Distinction)
SSC	Govt High School	Till 2006	85% (Distinction)

Awards:

o   Got placed as one of the top5 Rankers in District during my 7th& 10thpublic examinations
o   Elected School Pupil Leader out of 600 students
o   Awarded as a "Proactive Student" during my Graduation
o   First TA Specialist got published in "Practo Buzz" from Talent Acquisition Team
o   Awarded "Best Performer" in Q3 by VP HR, Practo
o   Star team member in Q2 & Q4
o   Fortnight Award from GM, Human Capital Solutions for thoughts & Innovation

Professional Experience:

Tanla Solutions Ltd & Gamooga Softtech Pvt Ltd :: Manager – Talent Acquisition:: 13th Feb,2017 - Present

- Managing the complete hiring for Tanla solutions & its Subsidiary Gamooga Softtech Pvt Ltd.
- Working with executive level stakeholders on Talent Acquisition strategy and improve the overall value proposition for Talent Acquisition function in Gamooga
- Represent Talent Acquisition function and partner with cross-functional teams on projects
- Execute recruitment strategy for Talent Acquisition initiatives
- Measuring effectiveness through cost per hire, time to hire, source mix QOH
- Hands-on with end to end recruitment process including sourcing, HR discussion, Candidate management, Customer service, offer negotiation & culture fitment.
- Ability to organize, plan and meet rigid and conflicting demands and deadlines, along with the ability to adapt to changing priorities
- Executive engagement with VP/C-level officers of the company.
- Responsible for developing and driving strategies to recruit top talent to reach Organization goals
- On / Off Campus recruitment for Engineering, Business Analyst, Sales profiles & Interns through Tier 1 / Tier 2 engineering institutes across India.
- Working closely with Founders & stake holders to understand the business needs on hiring side and involving the budget planning as per quarterly / yearly targets & achievements.
- Strong administrative skills

Role in Operations

HR Operations: Offer negotiation, offer closing, offer letter preparation and follow up till on boarding, New Hire Onboarding & Enablement, Induction, HR – MIS and business reports, Employee engagement activities, Payroll processing, leave management, IT & HR admin activities.

Significant Achievements in Gamooga
- Joined in a team of 10 employees and built the teams from a size of 10 to 55+ employees across all the business units.
- Managing the entire HR entity with 'ZERO' HR budget in Talent Acquisition and HR operations in an IC role. Implemented the HR practices for employee and employer need in an effective manner.
- Achieved what had been envisioned: Built a team comprising of talent pool from Tier 1 colleges and top notch product companies with great pedigree.
- Build the brand value in the talent industry.

Magnitude Software India Pvt Ltd:: Talent Acquisition Specialist: 9th May,2016 – 16th Jan,2017
- Responsible for recruiting strategy, candidate management, diversity sourcing, and interview process management
- Managing sourcing attraction, identification & implementation to attract top talent (Engineering vertical) at Magnitude – India (Bangalore & Hyderabad)
- Managing Talent source & Attraction. Identifying the right talent and implementing the best practices for Product Engineering, Professional Services and Support organization @ Magintude India (Bangalore & Hyderabad)
- Post recruitment process and onboarding
- Supporting the Business leader for the current and upcoming business needs and to maintain good talent pool Maintaining network of potential candidates through pro-active market research and on-going relationship management
- On Campus / off campus Recruitment for full time & internship - All top notch institutes, IIT/NIT/BITS/IIITs, Have visited NIT Surathkal, NIT Trichy, IIIT Hyderabad, IBS Hyd, PESIT, RVCE and JNTU Hyderabad for Campus,2016 and conducted off campus drive for all Tier 1 institute people close to 200 in Bangalore in July,2016.
- Responsible for making company PPT and acting as a speaker to pitch about company products and job specs to give better clarity to the students. Act as a product evangelist for company brand.
- Recruitment Logistics & Vendor management.

Significant Achievements

- I have implemented the on/off campus hiring process through tier 1 Engineering colleges for technology hiring in Oracle EBS, Web and BI products hiring across India.
- Employee branding activities through social media, Alumina's and public forums
- Cost redemption in removing the agencies and third party contractors from the hiring needs
- Implemented the employee rewards program called 'OTS'
- Implemented the employee sports activities in office to participate in corporate level for better branding and team building

Fujiyama Software Solutions Pvt Ltd:: Senior Talent Acquisition Specialist: 2nd Nov,2015 – 6th May,2016
I was hired as Senior Talent Acquisition Consultant to support the Fujiyama staffing needs on Product vertical along with the Accelq software solutions (Fujiyama's sisters organization) hiring needs along with couple of team members. I used support the clients in Ecommerce, BFSI, Healthcare and BI space and generate the good amount of revenue.

Human Capital Solutions India Pvt Ltd:: Talent Acquisition Consultant: 11th Aug,2014 – 31st Oct,15
As a Talent Acquisition Consultant, My job is to support our clients to get the right candidate to their place. I used to support for well-established product Organizations and Funded Startups here. I have worked on lateral to senior level positions on both IT & Non IT requirements for well-established product development companies as well as for high end startupslike Inmobi, Ols cabs, Myntra,, Quikr,BankBazaar,Applift,Urbanladder, Housing.com,Markit,Guavus, Treebo Hotels, Ezetap and so many for to place tech geeks in short span at right cost.

Practo Technologies Pvt Ltd:: Talent Acquisition Specialist: 19th August,2013- 7th Aug,2014
- My professional school, I've started my career with Practo as HR Intern.
- I was Involved in end to end recruitment for different domain and verticals;
- Interacting with Business heads to understand the requirements, job description, and dates of recruitment Posting the requirements in job portals & generating references,Campus hiring, Got a chance to visited IBS Hyd & Pune; BITS Hyd & Goa for Tech and Sales hiring.
- Experience with Permanent and Contractual Positions
- Maintaining database and Assigning the work to the team members & mentoring the new joiners in the team; Sending the reports Weekly & Monthly to the Heads;
- New joiners follow up
- Coordinating with vendors for to arrange the Travel and Stay for the New joiners
- Support to the HR Generalist