**Aparna Kusupati**

 **Glasgow, UK**

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**Professional Summary**

Talent Acquisition Leader with 11 years of experience working with (Agency & In-house Recruitment) in leading, managing and setting up recruitment teams for Software product development companies/Startups/Internal hires/Captive centers.

Possess strong business acumen and the expert level of knowledge in-Service Delivery, Talent Sourcing, Head hunting, mapping, Assessment Solutions, Talent Sourcing, Job Descriptions, Job Analysis & Salary Trends.

Handled high pressure recruitment activity roles, right from being an individual contributor to lead, manage large global team of recruiters recruiting more than 500 hires yearly.

**Areas of Expertise**: Sourcing, Screening the Profiles, Scheduling the Interviews, Team Management, Monitoring,TrainingNegotiations, Recruitment Operations, Client Interaction, Administration, Key Account Management, Reporting, Delivery and End to End Recruitment.

Technology Hiring expert with experience in recruiting candidates from

* Levels – Campus hiring to Senior Management/Leadership Hring.
* IT Software/Pharmaceutical/Biotechnology/Clinical Research/CRO/Tax & Legal Advisory/Wealth Management.
* Software product Development/IT Services/BPO/CRM -Ecommerce, Telecom, Wireless, Embedded, Networking, BFSI (Investment Banking, Financial services and Insurance),Pharma, Healthcare, Retail, Clinical Research(CRO)

Experience in:

Heading Talent Acquisition Function by developing effective and flexible resourcing strategies to meet the evolving

business needs across regions.

Providing strategic direction for leadership team &amp; inspirational leadership for Recruitment team and develop

consistently high performing Recruiters to ensure delivery

Implementation of changes to recruitment policies, systems and processes throughout organization and guide

stakeholders - Introducing New Recruitment Process / Policy Revision / Best Recruitment Practices

Social Media Hiring (Yahoo Groups, LinkedIn, Facebook, Twitter etc)

Recruitment through channels like Search firms, Referrals, Social Media, Job boards and Print ads.

Providing guidance to Hiring Managers on People Skills and Interview Practices to be followed

Recruiting candidates across various geographies - International Recruitment - America, Australia, EMEA, JAPAC

Applicant Tracking System (ATS) &amp; Recruitment tools – Virtual Edge (VE), ADAPT, TALEO, eATR, HireCraft™,SharePoint, SuccessFactors.

**Work History**

**Osair Global Technologies(Agency) Dec 2014 – Sep 2019**

**Recruitment Manager**

* Managed team of 25 employees, overseeing the hiring, training and professional growth of employees.
* Responsible for the full cycle of recruitment & selection process, viz., understanding the requirement of various processes, sourcing right candidates, scheduling interview, negotiating, selection etc.
* Reporting and working with the CEO (based out of U.S.A) in strategizing and refining the recruiting process in the USA and India.
* Familiar with various channels of recruitment and sourcing.
* Generating Weekly and Monthly MIS reports.
* Motivating the team in all aspects.
* Handling End to End recruitment.
* Researching & combining multiple Sourcing channels to build Candidate Pipeline.
* Direct sourcing experience using LinkedIn and social media since 2010.
* Good at setting-up Recruiting Team from the scratch and mentoring & managing them.
* Planned and delivered hiring needs within agreed SLA and Timeline.
* Succession Planning -Identifying and retaining critical Talent and filling key roles externally.
* Performed initial client assessment and analysis to begin research process.

**Pyramid Softsol Pvt Ltd (Agency & In-house Recruitment) Apr 2013 – Dec 2014**

**Manager – Business Development &Client Service**

* Managed 10 direct reports, including completion of the recruiting and hiring process.
* Provide leadership direction in the following areas: staffing, employee relations, organizational planning, employee recognition, recruitment and retention, and employee engagement.
* Diminished work flow lags, including recruiting, interviewing and hiring top talent.
* Strong connect with client hiring Managers and other business avenues to generate the staffing business based on technology & domain wise.
* Responsible for signing of contracts, agreements & coordinating with the finance team and getting vendor payments done.
* Works closely with the recruiting team to ensure deliver the clients expectations.
* Continuous follow-ups on the cases taken care by the vendor to get a faster result.
* An entrepreneurial spirit and go-getter attitude will allow you successfully develop business, manage accounts, and source candidates in your area of expertise.

**Infokall Enterprise Solutions Limited (Agency & In-house Recruitment) Nov 2011 -Apr 2013**

**Recruitment Delivery Lead**

* Managed team of 14 employees, overseeing the hiring, training, and professional growth of employees.
* Develop and/or institute effective coaching and coaching management techniques, where applicable.
* Responsible in the areas of managing and expanding existing client relationships, identifying and recruiting top talent, matching quality candidates with premier employees, and following through with successful placements.
* Screening of the profile from websites as well as consult for the particular requirement.
* Familiar with various channels of recruitments & sourcing.
* Conducting reference checks.
* Analyzing the skilled Inventory within the organization.

**Gapbridge Software Services Pvt Ltd(Agency) Feb 2010 -Apr 2011**

**Sr Recruitment Executive**

* Ent to end recruitment of software professionals starting from sourcing of CV’s to joining.
* Sourcing potential candidates from the job market.
* Screening the CV’s to shortlist the best fit for the requirement by validating and briefing about the requirement.
* Evaluating the candidate’s communication skills and hands on experience in the required skills.
* Scheduling and coordinating interviews for the shortlisted candidates, Communicating the selectin process to candidates.
* Defining tasks and targets to be achieved on a daily, monthly , quarterly basis.
* Reviewing the performance of the recruiters and identifying the areas of improvement .Exploring various means to motivate and until the team for better performance.

**EC-Manage India Pvt Ltd (Agency) Aug 2008 - Feb 2010**

**Recruitment Executive**

**EDUCATIONAL QUALIFICATIONS:**

* **MBA from Madras University**