


HARSHIT GUPTA

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Professional Summary

Strategic Talent Acquisition Manager with 2+ years of experience across diverse industries. Drives revenue growth and builds talented teams. Innovative and forward-thinking leader. A visionary manager with progressive IT services and consulting, and Staffing firm background, and a record of accomplishment. Having 2 years with U.S. Recruitment. Worked with clients including Implementation Partners like TCS | Wipro | HCL etc., and Direct Clients related to Retail, Publishers, Banks, Healthcare, and other broader Fortune 1000 firms.

Experience



Talent Acquisition Recruiter - IT (US Based)
Jconnect InfoTech Pvt. Ltd. – Noida, India

May 2022 to Present

- Oversaw end-to-end recruitment, providing candidate support and guidance throughout the process.
- Working on Full Time/contract requirements for Implementation Clients.
- Mining and screening resumes from the Company's Database (i.e. Internal Database and ATS- Ceipal), Employee Referrals, social networking like LinkedIn, Job Portals (Monster, Dice, mass mailing etc.) based on the requirement.
- Experience working with candidates of the following visa status - OPT, H1B, EAD, TN, GC, and USC.
- Good and thorough knowledge on all tax terms like W2, 1099, C2C.
- Experience working on Contract, Contract to Hire, W2, full time.
- Worked on various technical requirements such as Java Developer (Full stack, Back end and front end with various Databases), .NET roles, Software Engineer (Embedded, C++), Cloud computing services as IaaS, SaaS, PaaS, Oracle, AWS, Azure.
- Worked on SAP based requirements as Techno-Functional roles (FI, HCM, EWM, etc.)
- Worked on functional roles as Program Manager, Project Manager, Product Manager, Business Analyst, etc.
- Sourcing the candidate through various Job Portals like Job Serve, Broadbean, Reed, internal database and LinkedIn Recruiter.
- platforms to attract qualified candidates for Passive Recruiting.
- Screened applicants to identify suitability for role, shortlisting and declining advancement in recruitment process.
- Developed talent pipeline strategies, identifying potential candidates through LinkedIn, ATS, social media, and professional networks.
- Managed the entire recruiting process, communicating with applicants, interviewers, and hiring managers from search to onboarding.
- Conducted interviews to ensure solid cultural alignment between client and candidate
- Managed all phases of recruitment, including defining hiring management needs and posting available positions
- Prepared and posted job opportunities on online job boards and monitored responses.

Skills: Boolean Searching · Screening Resumes · Microsoft Excel · Internet Explorer · Recruiting · Sourcing · IT Recruitment · Technical Recruiting.



**Assistant Acquisition Manager
Kotak Mahindra Bank - Lucknow**

Dec 2021 to May 2022

- Generated significant annual savings by implementing new processes and reducing wasted resources.
- Structured schedules to complete tasks and streamline workflows.
- Spearheaded special projects supporting profitable business direction.
- Assisted in developing advertising and marketing strategies across social media platform.
- Worked with team members to deliver effective customer service strategies.
- Customized customer experiences to build brand loyalty.
- Maintained and built positive client relationships.



Project Head

INDIA PLANTATION - Lucknow, UP

- Engineers troubleshoot to find the source of the problem.
- Regularly applied fertilizer or pesticide solutions to control or remove insects and weeds.
- Conducted crop spraying to promote healthy yields, applying insecticides, pesticides and fungicides.
- Ensured loaded products into trucks, ensuring swift and secure deliveries to storage facilities.
- Maintained orderly crops through effective soil cultivation, regularly informing Farm Manager on crop progress.
- Managed and monitored staff in daily farm operations, improving efficiency and accuracy.
- Performed inspections and maintenance on vehicles, machinery and equipment in line with safety regulations.

Core Qualifications

- Quantitative research
- Conducting Sourcing analysis
- Sourcing expertise
- Appointment scheduling
- Screening, interviewing, and onboarding
- Boolean Searching
- Negotiating compensation
- Outsourcing/ offshoring knowledge
- Talent acquisition
- Talent selection
- Acquisition driving
- Technical Recruiting
- IT Recruitment

Education



Dr. A.P.J. Abdul Kalam Technical University

Master of Business Administration - MBA, Finance & Human Resource

Jul 2020 - Jun 2022

Grade- 72.30%



Dr. A.P.J. Abdul Kalam Technical University

Bachelor of Technology - B-Tech, Agricultural Engineering

Jul 2013 - Jun 2017

Grade- 82.48%