

Joal Jacob Kuriakose

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Summary

Talent Acquisition Hr Specialist with 2.3 years of experience at IBM in full-cycle recruitment top-tier talent across diverse industries. Adapt at recruitment, candidate sourcing, management, operations and developing strong talent pipelines for the business needs. Seeking an opportunity to contribute my expertise and passion for finding exceptional candidates to a forward-thinking organization.

Experience

IBM India(P)Ltd

Talent Acquisition Specialist, Bangalore, Karnataka

03/2021 - 06/2023

- Execute end-to-end recruitment processes, including job posting, sourcing, screening, and offer negotiation for various positions, including technical and non-technical roles.
 - Worked with leading Product based companies Involved in Sourcing for Infrastructure Hiring, VLSI Hiring, Hardware Hiring, Logic design, Analog design Engineer, Java Developers, UI Developers, Data Scientists, UX Designers, Backend Developers, Site Reliability Engineers, Product Managers and many more.
 - Collaborate with hiring managers to define job requirements, develop job descriptions, and create effective recruitment strategies.
 - Mentor and onboard new team members, ensuring they understand company culture and recruitment best practices.
 - Maintained the candidate database, ensuring data accuracy and confidentiality.
 - Collaborated with the HR team to onboard new hires and ensure a smooth transition into the organization.
 - Preparing dashboards and presentation of data.
 - Providing support for smooth onboarding and documentation.
 - Gathering, analyzing & understanding the IT client requirements for placing qualified talent for IT client.
 - Pre hire verification and background verification (BGV).
 - Re roll activities and candidate query management.
 - Conducted comprehensive analysis of HR data and metrics to identify trends, patterns, and insights, enabling data-driven decision-making for strategic workforce planning initiatives.
 - Good experience in utilizing multiple channels such as Naukri, LinkedIn, Global Opportunity Market (Internal sourcing) for sourcing potential candidates.
 - Developed and implemented efficient HR processes and systems, optimizing workflow and enhancing overall operational effectiveness for the organization.
 - Collaborated with key stakeholders to develop and execute talent acquisition strategies, resulting in successful recruitment and selection of top-tier candidates.
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Skills

Communication Skills, HRIS, Succession Planning, Analysis Skills, Microsoft Excel, Organizational Skills, Management, Power BI, Payroll Management, Negotiation, Recruiting, Microsoft Office, Kenexa BrassRing, Law Enforcement, Legal Drafting, Onboarding, Background verification, Screening, ATS, VLSI hiring, Interviewing, Consulting, HR Sourcing, Talent Acquisition

Certificates

HR Data privacy education IBM certification, HR Relations and HR payroll certification, TAS - Talent acquisition sourcing, Data analytics in HR, Naukri Maestro Recruiter, HR operations Automate and HR priorities, Excel advanced mastery, Certificate for Best performance TALT Team IBM, Achieving highest candidate Intake in Prehire team

Languages

English, Hindi, Malayalam, Tamil

Education

PG Program in Data analytics (HR)

Data Trained Academy, Bangalore, Karnataka
07/2024

Master of commerce (Electronic commerce)

Mahatma Gandhi University, Kerala, Kottayam, Kerala
05/2020

- Exemplary Finalist for Best student Competition
- Certificate of appreciation for giving Best performance in Academics and Curricular activities
- Student Union lead for post graduation 2017 to 2019
- Certificate for National level HR conclave on Dynamic HRM.
- Certificate for participating state level seminar on “Intellectual Property Rights”.

Bachelor of commerce (Computer Application)

Mahatma Gandhi University, Kerala, Kottayam, Kerala
05/2017

- Academics and curricular achievement awards
- Union member for complete bachelors batch for 2014 - 2017