

## Ashish Kumar (Sr. Talent Acquisition Specialist)

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### Summary

Highly motivated **Senior Talent Acquisition Specialist** with **3 years of experience in end-to-end recruitment**. Good relationships with candidates and clients to ensure timely delivery of the candidature. Hands on Experience on IT, Non-IT, Automotive, Manufacturing Hiring & VLSI technologies which includes Programming languages, Databases, Cloud services, Developer, CAD Designing, RTL Design, Verification, Analog Layout, Transport Head etc.

### Skills

- **Leadership Skills:** Team management, coaching and mentoring, performance evaluation, strategic planning.
- **Technical Recruiting Skills:** Sourcing and talent pipeline management, interview techniques, ATS proficiency, candidate assessment, Boolean Search, IT Recruiter.
- **Technical Knowledge:** Familiarity with technology stacks, software development, and engineering roles.
- **Communication Skills:** Ability to clearly convey job expectations and negotiate with candidates.
- **Analytical Skills:** Proficiency in using data to assess recruiting efficiency and effectiveness.
- **Networking Abilities:** Strong networking skills to build relationships with potential candidates and industry professionals.

### Experience

**Connect Pro Management Consultants (South Delhi)**  
**(Senior Talent Acquisition Specialist)**

**August 2023 to Present**

- Lead a team of five seasoned recruiters in delivering top talent acquisition results.
- Building and managing a talent pool of potential candidates. This includes maintaining a database of qualified candidates, categorizing them based on skills and qualifications, and utilizing search functionalities to match candidates with relevant job openings.
- Managing and driving an end to end recruitment process from sourcing, screening, interviewing, feedback and offers for roles across all levels - Entry to Leadership.
- Use various platforms like LinkedIn, Naukri, Found it and Shine to source candidates.
- Hands-on experience using Boolean search to enhance data retrieval and streamline information gathering.
- Collaborate with hiring managers and stakeholders to understand job requirements.
- Clarify technical requirements, such as programming lang., software, and project needs.
- Develop and maintain a pipeline of potential candidates by networking and engaging in industry events.
- Review resumes and portfolios to identify candidates with the right technical skills and experience. Conduct initial phone screens to evaluate candidates' technical knowledge, work history, and cultural fit.
- Coordinate with technical team members for in-depth technical interviews, assessments, and coding tests (Pro Test).
- Manage the end to end candidate experience, ensuring timely communication and feedback. Provide clear information about the hiring process to the team, and the company culture to candidates.

- Work with hiring managers to formulate offers, keeping budget and compensation benchmarks in mind. Negotiate job offers and communicate benefits, career progression, and company values to candidates.
- Maintain records of all interactions, feedback, and interview details in ATS.
- Stay up-to-date on trends in technology and recruitment practices.
- Seek continuous improvements in recruitment process and sourcing strategies to stay competitive.
- Expert in Networking Hiring. Working with Telecom Clients, also client side experience.
- Hands on experience in IT Hiring, Technical Hiring, Technology Hiring, Automotive Hiring, Logistic Hiring, Telecom Hiring, Networking Hiring, Domestic Hiring, Permanent Staffing.
- Worked as a RPO with Leading Telecom client.
- Hands on Experience in manufacturing requirements for manufacturing client.
- Working on Multiple skills for premium clients in Software, VLSI (Semiconductor), Non-IT & Manufacturing Client.
- Building relationships with client, and other stakeholders to ensure a positive recruitment experience and build a talent pipeline for future hiring needs.
- Hands on Experience on ATS: Hirebound, Ceipal, Tallite.
- Primarily Hiring for Java, Python, Dot Net (Developer, Architect, Full stack, Front/Backend), Web Developer (React, Node, Mern, Mean), SAP, IAM, Power BI Developer, Testing (Automation, SDET), Machine Learning /Artificial Intelligence/NLP /Deep Learning, Cloud (AWS, GCP, Azure), Mobile Technology (Android, IOS), (Telecom, Telecom Head, Support Engineers, Diversity Hiring), Engineers, Managers (People /Project / Technical Manager) (Mechanical Engineer, CAD Engineer, Automation Design Engineer, Mold/Mould Design Engineer, Logistic Head, Global Transport Operation etc.

**Amanzi Technologies Pvt. Ltd. (West Delhi)**  
**(Talent Acquisition Executive)**

**April 2022 to July 2023**

- Successfully sourced and recruited IT professionals through various platforms, including Naukri, Hirist, iimjobs, Monster (Foundit), LinkedIn Recruiter etc.
- Screening and assessing candidates reviewing resumes and applications, conducting phone screenings, and assessing candidates to determine their qualifications and fit for the role.
- Interviewing candidates conducting structured interviews to evaluate a candidate's skills, experience, and cultural fit for the organization.
- Managing the hiring process coordinating and scheduling interviews, communicating with candidates throughout the hiring process, and ensuring a smooth candidate experience.
- Handling product /service based clients. Hiring for Permanent and C2H both.

## **Education**

**Bachelor of Arts from University of Delhi in 2019**

**Secretarial Practice Diploma from ITI in 2015**

**Senior Secondary Examination from CBSE Board in 2014**

## **Declaration**

The above-mentioned information is true and correct to the best of my knowledge and belief. If I am selected and given a chance to serve in your esteemed organization, I shall prove my best to the entire satisfaction of my superiors.