

Ravi Kr Thakur

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Professional Summary

Results-driven recruiter with over 2.5 years of experience in full-cycle recruiting. Skilled in sourcing, interviewing, and onboarding top talent across various industries. Proven ability to manage recruitment processes, build relationships with hiring managers, and improve hiring metrics. Committed to delivering exceptional candidate experiences and achieving organizational hiring goals.

Core Competencies

- **Full-cycle recruiting**
 - **Talent sourcing and acquisition**
 - **Interviewing and assessment**
 - **Candidate relationship management**
 - **Applicant Tracking Systems (ATS)**
 - **Onboarding and orientation**
 - **Diversity and inclusion**
 - **Recruitment metrics and analytics**
 - **Employer branding**
 - **Negotiation and offer management**
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Professional Experience

Senior Recruiter

[HCLTech] - [Noida, U.P]

[Nov/2019] – Present

- Lead the full recruitment lifecycle for IT industry, managing up to 8-10 requisitions simultaneously.
- Develop and implement innovative sourcing strategies to attract passive candidates, utilizing LinkedIn, job boards, social media, and networking events.
- Conduct thorough candidate interviews, assessing technical and cultural fit for HCLTech.
- Collaborate with hiring managers to understand their staffing needs and provide expert advice on candidate selection and hiring strategies.
- Maintain and update the ATS with candidate information, ensuring compliance with data privacy regulations.
- Monitor and analyze recruitment metrics to identify areas for improvement and report on hiring progress to senior management.
- Provide a positive candidate experience through timely communication and feedback, leading to a increase in candidate satisfaction scores.

Oppo Mobile Pvt Ltd,Noida
Aug 2018 to Feb 2019
Production Engineer

Mobase India Pvt Ltd, Noida
July 2016 to May 2018
Production Engineer

Mathews Engineering Construction
Jan 2015 to June 2015
Contractor

RESEARCH WORKS IN ACADEMICS

Retention management
Performance appraisal

EDUCATIONAL DETAILS

MBA (HR & Operation)	2019-21	Delhi School of Management, DTU	7.95 CGPA
B. Tech, MECHANICAL	2010-14	V.I.E.T Dadri U.P.T.U	63.10%
12th (C.B.S.E.)	2009	A.B.PS Renukoot Sonebhadra U.P	65.30%
10th (C.B.S.E.)	2007	N.C.H.S Renukoot Sonebhadra U.P	81.60%