

Sudhakar Thilakar
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EXPERIENCE SUMMARY:

- Having 14 Years of extensive experience in end-to-end IT Recruitment, including sourcing, short listing, pre-screening, scheduling interviews, offer-rollout, candidate engagement, follow-ups, vendor management.
- Ability to work independently, leads team / Individual contributor, faces challenges and execute them in a sound manner.
- End to end cycle of hiring (from creating requisitions to on-boarding)
- Individually managing executive level stakeholders.
- Planning, organizing and executing hiring of all scale (volume, mid and junior executive)
- Volume, mid and junior executive hiring Director level positions in both tech and non-tech space
- Talent-scoping and maintaining market intelligence
- Working against tight deadlines.
- Ensuring highest level of candidate and hiring manager experience.
- I bring expertise in talent acquisition across Financial Services Technology for multiple Practices supporting various verticals - Banking, and Insurance.

EXPERIENCE

Deputy Manager, (Talent Acquisition) HCL Technologies 31st May-2021- March 2023

- Responsible for Overall Fulfillment- HCL Digital Engineering specific to Europe, UK, Nearshore Region. Major Clients: Volvo Cars, Ikea, Scania Trucks- Sweden, EON, Munich Re, Germany. Signify, DSM, ING-Netherlands.Deutsche Bank, NatWest- UK,
- Managing team of Recruiters who are responsible for End-to-End Recruitment.
- Partnering with the Delivery/Business Managers to make sure the Open Jobs are fulfilled within Proper TAT.
- Daily Connects with the Recruiters to make sure that as a team we are aligned to best recruitment practices.
- Responsible for managing focused fulfilment for specific Delivery unit starting from track of getting right set of profiles, schedule interviews, and track their fulfilment on regular basis.

Accomplishments as Manager

1. TAT was significantly increased in overall Fulfilment specifically on FTE & Leadership Positions.
2. Reduced Vendor Usage significantly by stressing on Direct recruitment through LinkedIn, References and Internal database.
3. Fulfilled Key Positions in Major Accounts by bringing people from India to Onsite. (Where there was a scarcity of Skilled People in Specific locations.)

Executive - Talent Acquisition

Cognizant Technology Solutions 7th October 2013 – 29th December 2020

- Spearheaded Resource fulfilment for various Geos – US, India etc.
Responsible for managing focused fulfilment for specific Delivery unit starting from track of getting right set of profiles, schedule interviews, and track their fulfilment on regular basis.
- Skilled at partnering with hiring teams to build effective sourcing, assessment and closing approaches with an ability to manage customer/partner relationships through a deep understanding of ROI.
- Provide regular updates to the Business team and other stakeholders as may be appropriate on pipeline development and progress of candidates.
Responsible for scanning the marketplace for trends and obtaining information on competitive positioning.
- Works closely with Sales and delivery teams and HR COE team members to ensure fulfilment happens on right planned time.
- Market research on Talent availability and expertise on social media profiling.
- Strong experience in program management activities such as Project profitability analysis, Overheads Expense tracking etc.
- Tracking and scheduling the entire project and delivering the module without any schedule slippage and updating project status to the stakeholders and customer.
- Coordinated the completion of required deliverables to the required cost, time and quality and is responsible for delivering the project

Technical Recruiter, Cortex Consulting Pvt Ltd. 8th August 2011 - 3rd October 2013

- Extensive experience in End-to-End recruitment process- Requirements Gathering, sourcing profiles, Screening, conducting interviews, Rate/Salary Negotiation and presenting the Potential resume to the client.
- Provide Recruitment Support to our US Staffing Division based out in New Jersey.
- Working as a Technical Recruiter in a 4 Member team.
- Complete understanding and analysis of requirements allotted by the sales manager.
- Sourcing profiles from various job Portals (**Monster, Dice**, and Career Builder etc.) to remain at the forefront of talent acquisition.
- Extensive experience in recruitment tools like Job Diva and Conrep.
- **Identifying candidates through multiple sources including social networking sites (e.g. LinkedIn, Google groups).**
- Screening resumes, verifying visa documents (H1B, Green Card, OPT Visa etc.), conducting initial screening and presenting potential candidates to the client. (TCS)
- Coordinate with the candidate and the client and arrange Final Interviews.
- Coordinate with the candidate and accounts dept. in the Paperwork and Background verification process
- Providing reporting details and assist the candidate till on boarding.

HR Executive, Crown Industries- Bahrain

1st June 2008 – 1st January 2010

- 1. Recruiting Candidates from various sources.
- 2. Conducting Interviews.
- 3. Selecting the right person for the right job.

Responsibilities.

- Extensive experience in End-to-End recruitment process- Requirements Gathering, sourcing profiles, Screening, conducting interviews, Salary Negotiation, Employee On boarding.
- Sourcing profile from various job Portals (**Monster, Naukri**, etc) to remain at the forefront of talent acquisition.
- Identify candidates through multiple sources including Social networking sites (e.g. **LinkedIn**, Google groups, employee referrals.)
- Screening resumes, verifying visa documents (passport validity and work Order), conducting interviews and recommending potential candidates to upper management.
- Coordinate with the candidate and the upper management after the final interview and assist the consultant till on boarding.

EDUCATION

Masters of Business Administration

2005-2007

Sathyabama University, Chennai

Specialization: Marketing & Human Resource

Bachelor of Business Administration

2002- 2005

P.R College Thanjavur

Skills:

Languages Known: English- Fluent, Hindi- Fluent, Tamil- Native