

# Sathish Kumar

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## Professional Experience

- Having around **6 years** of experience in manage full cycle recruiting including sourcing, applicant testing, interviewing, presenting and closing qualified candidates.
- Direct source, screen resumes, perform telephone screen interviews, and interview candidates for referral to managers.
- Contact active and passive job seekers. Conduct pro-active internet, social media, networking and phone sourcing efforts to identify qualified technical candidates to add to our talent pipeline.
- Post open positions on various job sites as needed and corporate website
- Schedule, plan and attend job/career fairs to generate qualified applicants
- Conduct initial full, in-depth phone screenings to identify, qualify and present strong candidate and timely follow-up with candidates and hiring managers
- Has experience with recruiting various technologies like Oracle, SAP and Infrastructure, etc. and work across various domains like finance, Banking, Manufacturing, Health care, Media & publishing.
- Work with world-leading system integrators, Fortune 500 clients and public-sector organizations with deep industry focus. Our comprehensive knowledge, industry expertise, global footprint and unique service capabilities have enabled us to provide the best in industry staffing solutions throughout the U.S.A, Mexico, Brazil, Australia and the United Kingdom.

## Professional Experience

**Avacend Inc- Chennai**

**Mar 2024 – Present**

### Senior Technical Recruiter(US Staffing)

- Responsible for sourcing and accurately qualifying candidates for market need from Client Requirements.
- List job postings on job boards, social media and other channels.
- Good Knowledge in sourcing portals like Monster, Dice, Career Builder, LinkedIn.
- Good Knowledge in Recruiting Green card Holders, EAD and US Citizens for Client Requirements.
- Conducting professional assessment over the telephone and/or in person for skills, experience, availability, compensation requirements and willingness to Travel/Relocate and overall suitability
- Possess excellent knowledge of recruiting and hiring processes including sourcing, interviewing, reference checking, tracking, salary negotiations, and closing.
- Working on various Tax Terms like W2, C2C, 1099.
- Maintaining very good pipeline and communication with prospective candidates to long-term relationships and also to make them very comfortable working with the company.

**Diamondpick- Chennai****Jul 2022 – Feb 2024****Senior Technical Recruiter(US Staffing)**

- Responsible for sourcing resumes, to technically screen, negotiating rates with Vendors, scheduling and co-coordinating interviews, checking references.
- Responsible for contract & contract-hire & full time placements of IT professionals for clients.
- Recruit via Internet job boards [Dice, Monster, Tech fetch, CB].
- Set-up and maintained files, records and databases of candidates.
- Recruiting US Citizens, Green Card Holders, EAD, H1B candidates, with different tax terms like (W2 & C2C), having knowledge about 1099.
- Developed and implemented strategies for sourcing and hiring consultants through multiple channels.
- Managing the entire Recruitment Life Cycle process, which includes from requisition, sourcing, validating, screening, fixing up the interviews, follow-ups till the candidate joined at client's place.

**Edify Technologies - Chennai (Remote)****Oct 2021 – Jun 2022****Technical Recruiter**

- Experience for commercial clients across United States of America
- Specialized in Sourcing, E2E recruitment, US Staffing
- Sourced and screened qualified IT professionals for opportunities on demand.
- Responsibilities with open requirements in the following aspects: initial sourcing to find qualified candidates, pre-screening of candidates, candidate relations.
- Job Sites: Internal Database, Monster, CareerBuilder, Dice, LinkedIn, Techfetch, Ladders, Indeed
- Hands on recruitment expertise (Apps 60%), (Infra 30%) and (Engineering 10%)
- Understanding Client's hiring needs, writing an optimized and effective Job Description.
- Knowledge of Boolean searches to Identify, source, evaluate and recruit Passive candidates.
- Pipe-lining candidates and building candidate inventories to have a cache of candidates ready before a specific need arises.
- Foster long-term relationships with candidates
- Visa familiarity with USC, Green Card, H1B, TN, E3, L2/H4/GC/OPT EAD
- Tax terms good in W2, Corp2Corp, 1099, Full-time

**Ampstek LLC – Chennai****Jan 2019 – Aug 2021****Senior Technical Recruiter**

- Ampstek LLC is a Premier Technology Services Organization with primary focus in IT services. A flexible working model (Fixed bid / T&M / Resource level support), Best-in-Practice solutions with accelerators and highly capable multi-disciplinary technology force from our clients achieve their technology objectives with faster ROI and Time-to-Market capability. With a unique Onsite/offshore global delivery model we deliver solutions with the precision required by our client. Dedicated Client Partner and Delivery manager are paired to work on your project from the start to the completion stage of the project as one amongst you.

**Responsibilities:**

- As a US Technical Recruiter, Established and executed nationwide recruitment. utilizing resources such as job boards, social media, and internal database.

- Collected and reviewed candidate information, to select most qualified pool of applicants. Proceeded with comprehensive interviews to discuss career opportunities and identify their fit for available positions.
- Hands on experience in various tax terms
- Facilitated hiring process through negotiating length of assignment, as well as configuring budgeted rates for available positions.
- Ensures all applicant tracking information is updated and current within our clientele database.
- Works with internal employees to explain new opportunities and career path ideas.

**Key Positions:** Project Managers, SQL developers, Business Analysts, .Net Developers, sail point developer, Java/J2ee Developers, ETL TESTER, desktop support, SAP modules, Android/IOS developer, QA LEAD , scrum master , Informatica developer , Cognos developer , Exchange admin etc.

**Key Clients/Implementation:** UST global, Infosys, Brillio, Tech Mahindra, Wipro, Mphasis, Apexon, LTI, State clients, Ally Bank, T-Mobile, Cisco, UPS & Dell.

### **Education**

- **BE** – Civil Engineering Anna University - 2017