

Pradeep Kumar

5 plus years of experience in US staffing and recruiting. Career objective is to work in a globally competitive environment on challenging assignments that shall yield the twin benefits to the company and steady-paced professional growth.

Consistently meet goals and able to utilize direct sourcing techniques, saving expenses to company through reduced cost per hire. Participate in all levels of decision-making and resolve conflicts in a fast-paced, demanding professional services environment.

A resourceful, solution-focused professional with excellent interpersonal and rapport building skills.

Experience in IT Recruitment (US Process), working on 1099, W2. Corp to Corp requirements.

Experience in working on all major job boards (e.g., DICE, Monster, Corp-Corp/Tech Fetch, etc.)

Experience in using Social Networks like LinkedIn, face book, to find the candidates Hands-on experience with various interview formats (e.g. phone, Skype, Zoom and Blue Jean)

Ability to plan, initiate and develop successful recruiting techniques in a highly competitive short listing of CVs and conduct interviews of suitable candidates as per the requirements.

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WORK EXPERIENCE

Lorven Technologies Plainsboro, New Jersey

Senior US IT Recruiter

Aug 2024 -Till date

- Manage full-cycle recruiting process with a focus on strong client relationships.
- In charge of carrying out strategic sourcing strategy, to find the most talented IT professionals for clients in the U.S. & International.
- Ability to analyze, research and understand the requirements to identify qualified Talent.
- Balance the demands of the customer with the defined constraints of the candidate search.
- Strive for enthusiastically satisfied clients on every engagement.
- Utilize Monster, Career Builder, Dice, ATS like Ceipal and Boolean string searches to source candidates using Recruited.
- Closed tough niche positions in remote locations
- Screen resumes and interview candidates to determine fit based on commitment, and experience.
- Use different strategies to build talent pipelines, referral generation, and sourcing campaigns. Find, engage and activate passive candidates
- Ensure the recruitment service is delivered, in line with contractual obligations and client service levels
- Develop and support the sourcing strategy for each role/business unit and agree the strategy (including web-based and direct sourcing) with hiring manager
- Responsible for the management of candidate relationships and their satisfaction with the recruitment experience until start date
- Support the hiring manager with deciding which candidate to hire and guide them in determining an appropriate offer.
- Good Experience on W2, Corp to Corp, 1099 (US tax terms), Fulltime strong skills in searching social networking sites.
- Good experience working with major direct clients, state clients, implementation Partners, Prime Vendors

Zirlen Technologies Houston Texas

Senior IT recruiter/Team Lead (US Staffing)

Sept 2023 to July 2024

- Generate new leads, identify and contact decision-makers, screen potential business opportunities, select deals in line with strategies, and facilitate pitch logistics.
- Develop and implement overarching outbound sales and business development strategy, sales processes, structure, and best practices across the company.
- Support deal structure and pricing with business-value analysis, and negotiate prices for proactive bids and proposals.
- Establish and maintain good relationships with clients and consultants.

- Extensive experience of Implementing best recruitment practices and methodologies.
- Experience working with Direct Clients/ Tier 1 Client / Prime Vendors / Implementation Partners / MSPs in US region.
- Work closely with Hiring Managers, stakeholders to develop position profiles and to understand overall needs and requirements.
- Solicit and document hiring manager and candidate feedback throughout the process.
- Serve as the face of the company service team to the client and the point of contact for company associates.
- Talking to the client's requirement, getting the daily and weekly updates about the Urgent position.
- Working closely with the hiring managers/clients in order to find the right talents for a wide range of positions on all levels.
- Manage both our existing sales pipeline and the development of new business opportunities.
- Take a lead role in developing new-business proposals and presentations that create and nurture opportunities and partnerships.
- Handling a team of 4 Recruiters, helping them in the submissions and providing them the targets for submissions.
- Providing prompt and relevant solutions to the escalated issues from the client.
- Managing the complete recruitment lifecycle activities like Pre-screening, Interviews, Selection, Offer, Negotiation, Closing, and other administrative components.

Vbeyond Corporation , Hillsborough, New Jersey

Senior US IT Recruiter

Feb 2020 - Aug 2023

- Good experience in working with consultants on various visas (GC, US Citizens).
- Handling a team of 3 Recruiters, helping them in the submissions and providing them the targets for submissions.
- Hands on experience in Sourcing, Screening and Submitting candidates for both contract & full-time positions.
- Good Experience in Sourcing and Submitting of Passive Candidates for the Client Requirements.
- Handled Infosys for Fulltime Job Status and Intel Corporation on W2 Contracts for Day - Day Requirements.
- Good exposure in sourcing Profiles for IT skills emerges in USA Such as Java front end and backend, project manager, PMP, program manager especially in Retail, BFSI Clients Business intelligence tools like Hyperion, Spotfire, Tibco, Pega, content management systems like adobe cq5, Drupal, Networking like CISCO, JUNIPER, Network Security Engineer data warehousing like Informatica, hadoop and AWS, GCP, SFDC and DevOps engineer AND ERP SAP, Peoplesoft Modules.
- Supporting Client Intel Corporation for Non IT Requirements like Electrical AND Electronics Requirements like Hardware engineer, PCB Design Engineer, IOT, Validation, FPGA Engineer and Gaming Skills like Augmented Reality Developer, Virtual Reality Developer, Cadence Engineer
- Exclusive experience in VMS Fieldglass, ATS Jobdiva, linked in search, portals like Dice, Monster, career builder, Techfetch, indeed and Mass mailing tools like Prohires, Mailchimp with over 3000+ active Vendor list.
- Good exposure in posting job in Dice, indeed with technical standards.
- Experience in sourcing candidates through social media and other non-job portals X ray search.
- Seamless on-boarding of Candidates at client Location.
- End to end responsibility for the delivery of results on any given assignment within a given time frame.
- Good Understanding of technical terminologies
- Possess capability to create Job Descriptions based on requirements.
- Good understanding of Job Descriptions & tweak the strategy for closures.
- Handling end to end US recruitment process
- Good Exposure in sourcing and mining techniques within the recruiting space.
- Good in multi - task within a fast - paced environment.
- Action - oriented and results - driven individual.
- Sourcing candidates through head hunting, job portals and other social networking sites.
- Prepare candidates for interviewing with the clients by providing detailed information about business strategy.

- Schedule & Coordinate the interview between Candidate and Client.
- Take feedback after interview
- Maintaining daily/weekly/monthly reports such as interview status reports, closure reports & feedback reports.
- Good experience in W2, Corp to Corp, 1099 (US tax terms) Handling post interview aspects such as follow-up with the vendor for interview feedback, POs Joining and MSA.
- Keeping the management in loop on clients' interviews, project start dates etc.
- Coordinating with the consultant till he reports to the clients reporting manager.
- Aggressive, dynamic & result oriented with strong communication skills.
- Highly self-motivated and self-directed.

Dot Solved Solutions, Inc Pleasanton, California

Senior Executive Human Resources

Aug 2019 - Oct 2019

- Experience in recruitment - Internal & External hiring for direct clients /Implementationpartner
- Hands-on experience with various interview formats (e.g. Teams, Zoom,Google Hangouts)
- Technical expertise with an ability to understand and explain job requirements for IT roles
- Experience using Linked Talent Solutions to source quality candidates
- Excellent verbal and written communication skills• Strong tenacity and ability to build a solidnetwork
- Experience in using Job Portals (Dice, Monster) Experience in working in ATS like Jobsite

Freelancer Chennai , Tamil Nadu

US IT Recruiter / Domestic IT Recruiter - Freelancer

October 2014 - July 2019

- Experience in using Job Portals (Dice, Monster)
- Having excellent Souring skills, Head Hunting, Networking, Social Media recruitment
- Validate (genuine/fake) resumes who fit for the requirements and do pre-screening of
- Maintain postings in job board, social Medias• Experience in Hiring H1B Transfer candidates
- Following Prime vendor/Implementation Partner for feedback, schedule interviews by coordinating
- Experience Understand the different consultants/Compensation negotiations/US tax terms terminologies like W2/1099/Corp to Corp/EAD/Green Card (Permanent Citizens/US Citizen/salary terms accordingly and

Lumina Datamatics Limited Chennai , Tamil Nadu

Associate Trainer

December 2013 - September 2014

- Proficiency in Micro-Soft Office (MS-Word, MS-Excel, MS-PowerPoint) and usage of the internet.
- Design, plan and implement effective training curriculum on aspects of behavioral skills & communication skills
- Able to build customized training content and assessment tools for the same.
- Good knowledge of modern training techniques.
- Co-ordinate & managing with teams to get the training running in the location.
- Managing data and making reports for all the trainings monthly (qualitative & quantitativeboth).
- Preparing audit & Coaching report - weekly Training module development

Megha academy Chennai , Tamil Nadu

Soft Skill Trainer

September 2010 - November 2013

- Delivered the session according to schedules and are planned and managed as per the curriculum and target objectives, methodology statements and quality standards.
- Effective use is made of available information and technologies to achieve session aims and to enhance as the leader in the field. Effective and simple learning techniques are taught.
- Class control and decorum are maintained.
- Constructive feedback on course materials, structure and content are given to managers. Content development and editing
- Prepare error-free and relevant courseware—including reference material, exercise books, worksheets, and tests as per prescribed guidelines.
- Edit existing study materials and works-in-progress as per the prescribed editing standards.
- Maintain data security and confidentiality.

- Non-teaching administration tasks
- Coordinating team members on off-site assignments to various institutions.
- Online/offline tests are conducted either in-house or at off-site locations and client institutions, followed by preparation of performance reports.
- Any projects undertaken meet success criteria agreed with the supervisor.
- Any in-house materials are produced as per prescribed guidelines and design standards and stored appropriately, Professional development
- Maintain an individual plan for personal development which may include observation of others, mentoring, reading and research, taking part in conferences, etc.
- Demonstrate improvements in competency level over time. Support each other's development by, for example, giving constructive feedback to colleagues in support of their professional development after peer observation.
- Sharing knowledge of the latest developments and trends for constant updating of fellow trainers and overall improvement of organizational performance.
- Handling travel long distances and Outstation travel to off-site locations for handling classes.
- Handling extra responsibilities given to them from time to time.

Fixity Technologies Pvt Ltd Chennai , Tamil Nadu

Hardware Engineer -AMC

August 2009 - August 2010

- Maintaining, administering computer networks and related computing environments including systems software, applications software, hardware, and configurations Troubleshooting, diagnosing, and resolving hardware, software, Computer Networks
- Creating hardware components such as circuit boards, processors, and memory cards.
- Hardware components are tested both individually and in conjunction with external computer systems.
- Analyzing system data in order to make hardware configuration changes.
- Completing the final product's functionality and performance tests.
- Hardware design for computer-related products such as routers and smart devices.
- Creating specifications and documentation for computer components and finished systems.
- Working with software developers to ensure that the hardware performs as intended.
- Supervising the manufacturing of hardware components. Experience with hardware & software and networking field Experience in Handling both work and customer with smooth way

EDUCATION

Raja Rajeswari Engineering college

Bachelor in Electrical and Electronic Engineering

May 2007

Annamalai University

Master in Business Administration -HRM

May 2017