

ABHAY PANDEY

Talent Acquisition Specialist



Jamshedpur 831004



[Bold Profile](#)



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Results-driven and passionate **Technical Recruiter** with extensive experience in the **US Staffing Domain**, specializing in sourcing, screening, and placing top-tier technical talent for diverse industries. Proficient in leveraging job boards like **Dice, Monster, Indeed, CareerBuilder, and LinkedIn Recruiter** to identify and engage high-quality candidates. Skilled in utilizing **ATS platforms such as Ceipal, JobDiva, and Bullhorn** to streamline recruitment processes and enhance efficiency. Adept at managing full-cycle recruitment, from understanding client requirements to negotiating offers and ensuring seamless onboarding. Known for building strong candidate pipelines, fostering client relationships, and delivering exceptional results in fast-paced environments. Passionate about connecting talented professionals with rewarding opportunities and contributing to organizational success through strategic recruitment.



Skills

- **Technical Skills (Relevant to Technical Recruitment)**
- **Technical Knowledge:**
- Understanding of programming languages: **Java, Python, C++, JavaScript, SQL, etc.**
- Familiarity with frameworks: **React, Angular, Node.js, Spring, etc.**
- Knowledge of cloud platforms: **AWS, Azure, Google Cloud Platform (GCP).**
- Awareness of DevOps tools: **Docker, Kubernetes, Jenkins, Git.**
- Understanding of databases: **MySQL, MongoDB, Oracle, PostgreSQL.**
- **Domain Expertise:**
- IT Infrastructure: Networking, Cybersecurity, System Administration.
- Data Science and Analytics: Machine Learning, AI, Data Visualization.

- Software Development: Full-Stack Development, Mobile App Development.
- Emerging Technologies: Blockchain, IoT, AR/VR.
- **Technical Recruitment Tools:**
- Applicant Tracking Systems (ATS): **Workday, Greenhouse, Taleo, Bullhorn.**
- Candidate Sourcing Tools: **LinkedIn Recruiter, Dice, GitHub, Stack Overflow.**
- Job Boards: **Indeed, Glassdoor, Monster, CareerBuilder.**
- **Technical Screening:**
- Ability to evaluate technical resumes and portfolios.
- Conducting technical interviews and coding assessments.
- Familiarity with technical certifications: **AWS Certified, PMP, Scrum Master, etc.**



Professional Experience

- **Senior Technical Recruiter Lead**

Star Software System LLC, Remote

Roles and Responsibilities:

- **End-to-End Recruitment:** Spearhead the full-cycle recruitment process for technical roles across diverse domains such as IT, Engineering, and Data Science, ensuring timely and high-quality hires.
- **Client Engagement:** Collaborate closely with US-based clients to understand their technical staffing needs, workforce planning, and organizational goals. Provide consultative recruitment solutions to meet client expectations.
- **Team Leadership:** Lead and mentor a team of recruiters, providing guidance on sourcing strategies, candidate assessment, and client management. Foster a collaborative and high-performing team environment.
- **Sourcing Strategies:** Utilize advanced sourcing techniques, including Boolean searches, LinkedIn Recruiter, GitHub, and other niche platforms, to identify and attract top-tier technical talent.
- **Candidate Assessment:** Conduct in-depth technical screenings and behavioral interviews to evaluate candidates' skills, experience, and cultural fit. Coordinate technical assessments and coding tests as required.
- **Pipeline Management:** Build and maintain a robust pipeline of qualified candidates for current and future hiring needs. Ensure a seamless candidate experience throughout the recruitment process.
- **Market Research:** Stay updated on industry trends, emerging technologies, and competitive talent landscapes to provide insights and recommendations to clients and internal stakeholders.

2024-04 - Current

2021-06 - 2024-03

- **Compliance and Documentation:** Ensure adherence to US labor laws, immigration policies, and client-specific compliance requirements. Maintain accurate and up-to-date recruitment records and reports.
 - **Performance Metrics:** Track and analyze recruitment metrics such as time-to-fill, candidate conversion rates, and source effectiveness. Implement process improvements to enhance recruitment efficiency.
 - **Stakeholder Collaboration:** Partner with account managers, sales teams, and hiring managers to align recruitment strategies with business objectives. Provide regular updates on recruitment progress and challenges.
 - **Employer Branding:** Promote the company's employer brand by showcasing its values, culture, and opportunities to potential candidates. Represent the organization at career fairs, tech meetups, and industry events.
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- Reduced time-to-fill by 20% through the implementation of innovative sourcing strategies and process optimization.
 - Mentored and trained 5 junior recruiters, resulting in a 30% improvement in team performance and productivity.

Senior Technical Recruiter

Horizontal Integration, Vadodara, India (Remote)

Roles and Responsibilities:

- **Client-Centric Recruitment:** Partnered with high-profile clients such as **United Health Group, Medtronic, National Grid, Publicis Sapient, Allianz Life Insurance, Capital One, Delta Airlines, and Wells Fargo** to fulfill their technical and functional staffing needs across the US market.
- **W2 Hiring Specialist:** Expertise in managing W2 hiring processes, ensuring compliance with US labor laws, tax regulations, and client-specific requirements. Streamlined onboarding and documentation processes for W2 employees.
- **Technical and Functional Recruitment:** Recruited for a diverse range of roles, including IT, Engineering, Healthcare, Finance, and Aviation, ensuring a strong match between candidate skills and client requirements.
- **Sourcing and Talent Acquisition:** Leveraged advanced sourcing tools like LinkedIn Recruiter, Dice, Indeed, and GitHub to identify and engage passive candidates. Built a strong talent pipeline for niche and hard-to-fill positions.
- **Candidate Evaluation:** Conducted comprehensive technical and functional interviews to assess candidates' expertise, problem-solving abilities, and cultural fit. Coordinated with hiring managers to ensure alignment on candidate expectations.
- **Client Relationship Management:** Acted as a trusted advisor to clients, providing regular updates on recruitment progress, market trends, and talent availability. Addressed client concerns promptly and ensured high satisfaction levels.
- **Cross-Functional Collaboration:** Worked closely with account managers, sales teams, and HR to align recruitment strategies with business goals. Provided insights on talent availability and competitive market intelligence.

2020-09 - 2021-06

- **Compliance and Documentation:** Ensured adherence to client-specific compliance requirements, including background checks, visa validations, and employment eligibility verification. Maintained accurate and up-to-date candidate records.
- **Employer Branding:** Promoted clients' employer brand by effectively communicating their values, culture, and opportunities to potential candidates. Enhanced candidate engagement through personalized communication and follow-ups.
- **Performance Metrics:** Monitored and reported on key recruitment metrics such as time-to-fill, candidate quality, and source effectiveness. Implemented process improvements to enhance recruitment efficiency and outcomes.

Technical Recruiter

Intone Networks, Noida, India (Remote)

Key Achievements Reason for Transition

Roles and Responsibilities:

- **Foundational Recruitment Expertise:** Gained comprehensive knowledge and hands-on experience in end-to-end recruitment processes, including sourcing, screening, interviewing, and onboarding candidates.
- **Prime Vendor Collaboration:** Worked closely with prime vendors to fulfill technical staffing needs for their clients, ensuring timely delivery of qualified candidates.
- **W2 & C2C Hiring:** Managed both W2 and C2C hiring processes, ensuring compliance with client-specific requirements and employment regulations.
- **Technical Recruitment:** Specialized in recruiting for technical roles such as **Java, Python, ETL, Informatica, and other IT-related positions**. Gained deep exposure to the technical skills and qualifications required for these roles.
- **Candidate Sourcing:** Utilized job boards, social media platforms, and Boolean search techniques to identify and engage top technical talent. Built a strong pipeline of candidates for niche skill sets.
- **Candidate Assessment:** Conducted technical screenings and behavioral interviews to evaluate candidates' expertise, problem-solving abilities, and cultural fit. Coordinated technical assessments with hiring managers.
- **Client and Vendor Coordination:** Acted as a liaison between prime vendors and candidates, ensuring smooth communication and timely feedback throughout the recruitment process.
- **Compliance and Documentation:** Ensured accurate documentation and adherence to compliance requirements for both W2 and C2C hires. Maintained detailed records of candidate interactions and recruitment activities.
- **Market Research:** Stayed updated on industry trends, emerging technologies, and competitive salary benchmarks to provide informed recommendations to vendors and candidates.
- **Skill Development:** Developed strong foundational skills in recruitment, including candidate engagement, negotiation, and client relationship management.

- Successfully placed candidates in technical roles, contributing to the growth and success of prime vendors and their clients.
- Gained extensive exposure to the technical recruitment landscape, including in-demand skills, certifications, and market trends.
- Built a strong network of technical professionals, which helped in sourcing candidates for hard-to-fill positions.
- Recognized for consistently delivering high-quality candidates within tight deadlines, earning praise from prime vendors and hiring managers.

Left Intone Networks to seek opportunities with direct clients, aiming to further enhance recruitment expertise, build stronger client relationships, and gain exposure to end-to-end client management in the staffing industry.



Education

2016-11



Bachelor of Science

Andhra University

2013-08



12th: Science

Navy Children School - Visakhapatnam, India

2010-05



High School Diploma

Kendriya Vidyalaya Malkapuram - Visakhapatnam, India



Languages



English



Bilingual or Proficient (C2)



Hindi



Bilingual or Proficient (C2)