**Uday R**

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**Bench Sales Recruiter**

**Professional Summary:**

* Result-oriented individual with over 37 months of experience in Sourcing, Marketing of the Bench Consultants and have hands full of experience in placing the candidates for client's requirements.
* Excellent knowledge in Sales Life Cycle and US Recruitments.
* Extensively worked on H1-B, Green Card Holders, EAD's and US Citizens.
* Generating database through head hunting, networking, referrals, job portals and follow-ups, as a recruiter identify, screen, evaluate and match qualified candidates to specific job orders, screening applicants and conducting preliminary interviews & follow up with candidates for revalidation and requirements.
* Good Knowledge on Tax terms and Immigration.
* Worked extensively on contract, contract to hire and full time positions.
* Industry experience is in Information Technology, Telecom, Banking, Manufacturing, Financial, and Healthcare.
* Established excellent rapport with clients which helped in acquiring new business opportunities with the existing clients and helped in making new clients for the organization.
* Search for high quality consultant in which Search may involve looking through internal repository of resumes etc.
* Ensure resume appropriately reflects experience and requirement.
* Evaluate candidates against the requirements to ensure good match.
* Proven record on placements and interviews.
* Possess excellent knowledge of recruiting and hiring process including sourcing, interviewing, reference checking, tracking, salary and rate negotiations and closing.
* Worked closely with Implementation partners, preferred vendors and Consultants.
* Have got the killer instinct to jump onto the requirements.
* Good team player and quick learner.
* Excellent Oral and written communication skills.
* Flexibility to work independently and /or developing and motivating for achieving success as a Team.
* Trained fresh candidates about the client, type of requirements, methods of marketing the bench consultants.
* Dedication and Passion towards IT Recruitments.

**Abilities and Strengths:**

* Possess good intuitive and analytical skills.
* Can thrive in both independent and collaborative work environments.
* Energetic and self-motivated team player.
* Hard work & smart work, self-confident, Positive thinking, Creative.
* Good leadership Qualities.

**Professional Experience**

**Bench Sales Recruiter**

**SASTEC LLC November 2020 to Present**

**Responsibilities:**

* Analyze Requirement. Finding and matching prospective candidates by telephone, e-mail and the Internet to determine skills, experience, preferences, and availability with the requirement.
* Ensure resume appropriately reflects experience and requirement.
* Check for the Candidate is willingness to relocate to the Project location in case he/she is not a local Candidate
* Ensure candidate is able, willing and ready to take the position.
* Understanding the client/vendor requirement and closing the requirement with suitable consultants within the response time.
* Apply jobs in behalf of our own pay roll consultant in multiple job portals.
* Responsible for handling the recruiting cycle such as sourcing and placing best talent professionals for required requirements
* Proficient with various job portals in searching requirements from job portals such as Monster, Dice, CB, LinkedIn and Google Groups etc.
* Submitting consultants for short/long term projects on a Corp-to-Corp.
* Responsible for addressing/negotiating issues related to salary/responsibility expectation to reduce variance of expectation by candidate in recruitment process.
* Responsible for submitting H1 candidates on a contractual basis.
* Providing consultants as per experience, qualification, and communication to the vendors.
* Talking to the consultants/Vendors regarding their interest, availability, pay rates, relocations and the technical skills.
* Exclusive experience in working with C2C.
* Coordinate with candidates from beginning to end involving job search, agreement, rate negotiations, resume and interview preparation, Interview feedback, placement coordination and build a strong relationship with candidates.
* Able to place our Consultants on contract positions with Direct, Indirect channels.
* Have a drive to succeed and offer consistent placements based on the targets defined by the company. Have excellent spoken and written English skills.

**Environment**: Tax terms Like, Corp-to-Corp, 1099, W2. Fetch profiles through portals DICE, Tech-fetch, Monster, Career builder.

**Bench Sales Recruiter**

**RAPKO TECH LLC Feb 2018 to August 2019**

**Responsibilities:**

* Involved in full life cycle as Bench Sales Recruiter and with good experience on Bench Sales Recruiting.
* Having solid experience in performing needs analysis, requirements definition, negotiating and closing candidates.
* Experience in dealing with consultants on OPT, H1B, EAD GC, GC and US citizens.
* Expertise in negotiating the rates on Corp-to-Corp basis.
* Involved in developing professional relationship with different employers, vendors, Trainers.
* Possess extensive knowledge of sourcing methodologies through Internet, networking, referrals as well as strategizing the recruitment process.
* Involved in Executive Search Operations on websites which include Dice, Monster, Techfetch and LinkedIn.
* Extensive experience to maintain the healthy in environment within the organization
* Maintaining the good relationship with one and all to get new ideas it helps to us for the better business to the organizations.
* Focused in the placement of Software Engineers/Architects (Distributed and Mainframe), Database Architects/Developers/Administrators, Network/System/Security Engineers, Web Developers, Quality Assurance/Test Engineers, Technical Program/Product/Project Managers, Development Managers, and Business Analysts.
* Possess strong technical/business acumen and understanding of technical requirements.
* Deep sourcing skills and experience sourcing passive candidates.
* Excellent candidate assessment skills.
* Possess excellent knowledge of recruiting and hiring processes including sourcing, interviewing, reference checking, tracking, salary negotiations, and closing
* A resourceful, solution-focused professional with excellent interpersonal and rapport-building skills.
* Responsible, loyal, reliable, and independent worker with high level of enthusiasm and creativity.
* Self-motivated professional who achieves results and has superior ability to coordinate and perform several projects simultaneously.
* Familiar with Recruitment Metrics Analysis
* Expertise in Sales process for US IT Staffing process
* Expertise in handling the Customer Queries
* Hands on working experience in Internet recruitment sites and portals like DICE and Monster and Career Builder and C2C
* Involved in core marketing bench consultants by posting their resumes on job boards (Dice.com, Monster.com, Net Temps, Career Builder, Tech Fetch, Corp-Corp and Hot Jobs etc.) and through personal network, third party vendors list.
* Building new database through cold calling, from social sites on daily basis, Circulating HOTLIST to them to get more visibility to the consultants available on bench.
* Interacting with clients, submitting candidates for appropriate requirements and scheduling interviews for the candidates. Achieved quality placements marketing our own W2 consultants
* Involved in Full life Cycle of Sales Recruitment
* Involved in End to End in US International Recruitment Process.
* sourcing, identifying, the Requirements from Top vendors to place Consultants in quick turnaround time in contract, contract-to-hire and permanent positions
* Responsible for full cycle of end to end recruitment.
* Establish and maintain a good relationship with the employees, vendors and the clients
* Marketing our bench own consultants to the suitable requirements
* Collect sort and distribute mails
* Support our team during walk-in's at the client end.
* Maintain the Database of the profiles screened and submitted.
* Marketing our bench own consultants to the suitable requirements
* Expenses Reimbursement
* Updating the skills and billing details of consultants in Zoniac
* Received appreciation for voluntarily assisting auditing activities s
* submitting, scheduling interview, follow up with Vendors, negotiation of offers
* Excellent record of accomplishment in all positions held.
* Posting their resumes into Dice, Monster, Hot jobs, Net-temps etc
* Having the resumes of my candidates updated as and when required based on the requirement.
* An articulate, positive representative for a company and its Business mission
* Submitting the Profiles to the Concern Lead or Client Manager
* Making Follow ups with different vendors for previously submitted positions.
* Brought new preferred vendor contracts to the company and increased the scope for business.
* Negotiating there rates, conducting the interviews and placing the available resources in various technologies along with obtaining purchase orders from the client.

Declaration:

I hereby declare that the above-mentioned information is correct up to my knowledge and I bear the responsibility for the correctness of the above-mentioned particulars.

Place: Khammam