Akshatha B

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PROFESSIONAL SUMMARY

Proactive and results-driven Talent Acquisition Specialist with 3+ years of experience managing end-to-end recruitment for business-critical and niche IT roles. Strong expertise in stakeholder partnership, data-driven sourcing strategies, recruitment analytics, and delivering exceptional candidate experience. Proven track record of reducing TAT by 25% and closing niche technical roles within tight timelines.

PROFESSIONAL EXPERIENCE

Talent Acquisition Specialist – Objectwin Technology, Bengaluru (Aug 2022 – Present)

- Managed end-to-end recruitment lifecycle from requisition intake to offer rollout and onboarding.
- Partnered with hiring managers to define competencies, hiring plans, and timelines.
- Hired for niche IT roles including AIML, Data Engineering, Full Stack, and Cybersecurity.
- Reduced Time-to-Hire by 25% through Boolean search and X-ray sourcing strategies and stakeholder coordination
- Built strong talent pipelines using LinkedIn Recruiter, Naukri, Indeed, and GitHub.
- Tracked recruitment metrics such as TAT, sourcing mix, and offer-to-join ratio.
- Ensured positive candidate experience through timely communication and structured feedback.
- Supported campus hiring initiatives and employer branding activities.
- Leveraged ATS tools (Zoho, JobDiva, Notion) for workflow and reporting optimization.

CORE COMPETENCIES

- End-to-End Recruitment
- Technical IT Hiring
- Stakeholder Management
- Niche Skill Hiring (AIML, Data, Cybersecurity)
- Talent Pipeline Development
- Recruitment Analytics & Reporting
- Offer Negotiation & Onboarding
- Employer Branding & Campus Hiring

TOOLS & TECHNOLOGIES

- ATS/HRMS: Zoho, JobDiva, Notion
- Sourcing Platforms: LinkedIn Recruiter, Naukri, Indeed, GitHub
- AI Tools: ChatGPT, Perplexity, LinkedIn Recruiter AI
- MS Office: Excel, Word, PowerPoint, Outlook, Teams, Slack.

EDUCATION

MBA – Human Resources Management | Dayananda Sagar Institutions, Bengaluru | 2022
BCA – Computer Applications | Vijaya College, Bengaluru | 2020