

## Akshatha B

### Talent Acquisition Specialist

Bangalore, India

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### Professional Summary

Results-driven **Talent Acquisition Specialist/Recruiter with 3+ years of experience** managing end-to-end recruitment for IT and non-IT in fast-paced environments. Strong expertise in data-driven sourcing, stakeholder partnership, ATS optimization, and AI-enabled recruiting. Proven track record of closing positions within tight timelines, improving candidate experience, and building high-quality talent pipelines.

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### Professional Experience

#### Talent Acquisition Specialist (Corporate Recruiter)

##### Objectwin Technology, Bangalore

*Aug 2022 – Present*

- Managed **full-cycle recruitment** including sourcing, screening, interviewing, offer negotiation, background verification, and onboarding.
- Partnered closely with hiring managers to define **role success profiles, hiring plans, and interview frameworks**.
- Conducted structured candidate screening focused on **skills, behavioral competencies, and cultural alignment**, built scalable **talent pipelines** using LinkedIn, Naukri, Indeed, GitHub, and targeted sourcing strategies.
- Achieved timely closures for critical and niche positions while maintaining quality of hire.
- Reduced **time-to-hire by approximately 25%** through effective Boolean search, X-ray sourcing, and talent mapping.
- Built and maintain strong talent pipelines using **LinkedIn, Naukri, Indeed, GitHub, and social media platforms**.
- Leverage **ATS tools (Zoho, JobDiva, Notion)** to streamline candidate tracking, reporting, and recruitment workflows.
- Strengthened employer brand presence by creating engaging job postings aligned with company culture and EVP.
- Monitored job posting performance and adjusted strategies to improve response rates.
- Handling Remote & Nationwide hiring coordinating candidates across States.
- Executed **walk-in drives and Campus hiring**, contributing to improved hiring efficiency and

retention.

- Utilized **AI tools (ChatGPT, LinkedIn Recruiter AI)** to create personalized outreach, increasing candidate response rates.
  - Improved candidate experience through transparent communication and timely follow-ups, conducted reference checks and background verification to ensure candidate suitability prior to onboarding.
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## **Key Skills**

### **Recruitment & Talent Acquisition**

- Stakeholder & Hiring Manager Collaboration
- Data-Driven Sourcing & Talent Mapping, Boolean Search & X-Ray Search
- Employer Branding & EVP Alignment
- Employer Branding
- Offer Negotiation & Onboarding
- Market Research & Talent Mapping

### **Tools & Technologies**

- ATS: Zoho, JobDiva, Notion
- Job Portals: LinkedIn, Naukri, Indeed, GitHub
- AI Tools: ChatGPT, LinkedIn Recruiter AI
- MS Office: Word, Excel, PowerPoint, Outlook
- Canva

### **Soft Skills**

- Stakeholder Management
  - Strong Communication & Coordination
  - Multitasking & Time Management
  - Adaptability in Fast-Paced Environments
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## **Education**

### **MBA – Human Resources Management**

Dayananda Sagar Institutions, Bangalore | 2022

### **BCA – Computer Applications**

Vijaya College, Bangalore | 2020