

# Rohit Sharma

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## HR Manager | Talent Acquisition & HR Operations

Results-driven HR professional with 7+ years of experience in Talent Acquisition and HR Operations across Logistics and BFSI domains. Expertise in workforce planning, bulk hiring, employee relations, statutory compliance, and aligning HR strategy with business objectives.

## Professional Experience

### Human Resource Manager

Carryfast Logistics Pvt. Ltd. – Indore  
10 November 2025 – Present

- Lead end-to-end HR operations including recruitment, onboarding, employee lifecycle management, and HR documentation.
- Drive manpower planning and bulk hiring for warehouse, logistics, and supply chain operations.
- Manage employee relations, grievance handling, disciplinary actions, and conflict resolution.
- Oversee performance management processes including appraisals and Performance Improvement Plans (PIP).
- Ensure statutory compliance with PF, ESIC, labor laws, and internal audits.
- Coordinate with payroll and finance teams for accurate and timely payroll processing.
- Develop and implement HR policies, SOPs, and compliance frameworks.
- Lead employee engagement, training, retention, and culture-building initiatives.

### Assistant Manager – Recruitment & HR Operations

Randstad India Pvt. Ltd. – Indore  
July 2018 – November 2025

- Led end-to-end Talent Acquisition and HR Operations for BFSI and allied domains.
- Managed full-cycle recruitment including workforce planning, sourcing, interviews, offer rollout, and onboarding.
- Handled bulk, lateral, and niche hiring across multiple client portfolios.
- Reduced time-to-fill by up to 80% through strategic sourcing and process improvements.
- Managed and mentored a team of recruiters, tracking performance and delivery metrics.
- Partnered with senior stakeholders on hiring strategy and manpower planning.
- Maintained recruitment dashboards, MIS reports, and hiring analytics.
- Ensured compliance with internal policies, client SLAs, and best hiring practices.

## Education

Bachelor of Engineering – RGPV, Indore (2019)

## Technical Skills

Workday | Greenhouse | Taleo | LinkedIn Recruiter | MS Excel | Power BI

## **Awards & Recognition**

- CEO Club Award 2023 – 289% Target Achievement
- 4x Insta Award for consistent 120% performance