



# VINAY PAUL S

SR IT RECRUITMENT



Dubai, UAE



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## ABOUT ME

Experienced Senior IT Recruiter with 7+ years in talent acquisition, adept at crafting innovative strategies to attract top-tier candidates for Hospitality n Hotel industry. Proficient in nurturing stakeholder relationships and implementing effective solutions to drive company growth. I am eager to leverage my expertise in your team, ensuring seamless alignment with your strategic objectives and contributing to mutual success.

## SKILLS

EXECUTIVE SEARCH TECHNIQUES

NEGOTIATION / OFFER MANAGEMENT

RELATIONSHIP BUILDING AND NETWORKING

HOSPITALITY

MANAGEMENT SKILLS

CAREER DEVELOPMENT

CANDIDATE SCREENING & ASSESSMENT

ATS TOOL

HR INTERVIEW & CO-ORDINATING INTERVIEW PANEL

TALENT ACQUISITION

## LANGUAGES

ENGLISH

HINDI

KANNADA

TAMIL

## WORK EXPERIENCE

### BCT CONSULTING

Bangalore

Jul 2024 - Present

#### Senior IT Recruiter

- Sourced 200+ top-tier IT professionals annually
- Reduced time-to-hire by 30% through strategic recruitment
- Achieved 90% candidate retention rate post-placement
- Led a team of 5 recruiters, boosting team performance by 40%
- Implemented AI tools, enhancing the hiring process efficiency
- Pioneered diversity recruiting initiatives increasing inclusivity by 20%
- Facilitated partnerships with leading tech universities
- Secured top company awards for recruitment excellence

### GENISYS GROUP

Bangalore

Feb 2023 - Apr 2024

#### Executive IT Recruitment

- Orchestrated full recruitment cycle, negotiating offers and ensuring seamless onboarding.
- Spearheaded sourcing and hiring for industry giants like IBM, PwC, and Oracle.
- Exceeded quarterly goals with 50+ hires or Hospitality Industry, demonstrating outstanding recruitment prowess.
- Collaborated effectively with hiring managers and senior leadership to devise strategic recruitment plans.
- Conducted rigorous candidate assessments, focusing on technical skills, cultural fit, and leadership potential.
- Recognized three consecutive quarters for best performance in closing the highest number of positions.

### INFIMIND INSTITUTE OF SKILL DEVELOPMENT

Bangalore

Jan 2018 - Jan 2023

#### Administrative Recruiter

- Executed comprehensive end-to-end recruitment processes: sourcing, screening, shortlisting, and onboarding candidates efficiently.
- Collaborated with hiring managers to fulfill niche skill requirements effectively for Hospitality & hotel Industry.
- Led offer closures, ensuring smooth and effective onboarding experiences.
- Awarded Best Performance in 2019, 2020, and 2022; facilitated 450+ shortlistings and 100+ successful onboardings.

### FIRST SOURCE

Bangalore

Jan 2015 - Oct 2015

#### Customer Service Executive

- Resolved technical issues promptly, enhancing client retention.

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## PERSONAL DETAILS

Date of birth  
03/04/1989

Nationality  
Indian

Visa status  
Approved

Marital status  
Married

- Executed strong troubleshooting skills for setup box challenges.
- Maintained uninterrupted service, boosting customer satisfaction.
- Boosted Australian client retention via superior service
- Ensured uninterrupted service, elevating satisfaction
- Excelled in troubleshooting setup box issues promptly
- Achieved high client satisfaction & loyalty consistently

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## EDUCATION

**GITAM UNIVERSITY /  
BANGALORE**

Bangalore  
2019

● **BACHELOR**

**CERTIFICATION/PUR  
DUE UNIVERSITY**

Bangalore  
2022

● **BUSINESS ANALYST Certification**

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## HOBBIES

CRICKET, FOOTBALL, PHOTOGRAPHY, TRAVELLING, DANCE N MUSIC