ABHISHEK PRAKASH

SENIOR MANAGER / AVP – TALENT ACQUISITION

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EXECUTIVE PROFILE

Talent Acquisition leader with 10+ years of experience across IT, engineering, BFSI and consulting-led hiring, with progressive responsibility spanning recruitment delivery, stakeholder management, team leadership, vendor management and recruitment operations. Currently leading a team of 5 recruiters and delivering niche engineering hiring for Dell engineering/storage/server domains through UST. Proven record of managing end-to-end hiring, building talent pipelines, partnering with business leaders and improving recruitment outcomes through data, process discipline and technology. Experienced with Oracle Taleo, Ripplehire, JobDiva, Boolean/X-Ray sourcing, LinkedIn, direct sourcing, referrals and employer-branding initiatives.

LEADERSHIP & CORE COMPETENCIES

Talent Acquisition Strategy	Engineering & Technical Recruitment	Leadership Hiring
Workforce Planning	Stakeholder & CXO Engagement	Team Leadership & Coaching
Recruitment Operations	Vendor Management	Talent Pipeline Development
Sourcing Strategy & Talent Intelligence	Boolean / X-Ray Search	Employer Branding
Hiring Metrics & Dashboards	ATS / HR Technology	Candidate Experience
Process Improvement	Diversity & Inclusive Hiring	BFSI / IT / Engineering Hiring

SELECTED CAREER IMPACT

- Led a team of 5 recruiters and successfully closed 96 niche positions across storage and server domains for Dell LABS.
- Delivered 121 joiners, including 84 direct hires, while strengthening direct sourcing and reducing dependency on external vendors.
- Improved hiring outcomes through targeted sourcing, referrals, vendor governance and recruitment-process discipline.
- Built and maintained talent pipelines for niche IT and engineering skills using Boolean search, LinkedIn, direct sourcing, referrals and university channels.
- Managed recruitment reporting and candidate lifecycle tracking through Oracle Taleo, Ripplehire and JobDiva.

PROFESSIONAL EXPERIENCE

UST — Senior Talent Acquisition Lead | Apr 2021 – Present

- Lead end-to-end IT and engineering recruitment across business-critical accounts, with a strong focus on niche technology and engineering talent.
- Lead a team of 5 recruiters; allocate hiring portfolios, review productivity, coach recruiters and drive delivery against business hiring priorities.
- Partner with hiring managers and business stakeholders to understand workforce demand, define sourcing strategies and maintain external talent pipelines.
- Delivered 96 niche hires across storage and server domains for Dell LABS, supporting specialized engineering requirements.
- Own sourcing strategy across Boolean/X-Ray search, LinkedIn, direct sourcing, referrals, university recruiting and vendor channels.
- Oversee vendor management and candidate lifecycle tracking through Oracle Taleo, Ripplehire and JobDiva; use recruitment data to monitor funnel movement and delivery.
- Support employer-branding initiatives through targeted job postings, social engagement and participation in industry/university events.
- Advise hiring stakeholders on staffing policies, compensation guidelines, candidate availability and equal-employment considerations.

Mindteck India Limited — Recruitment Recruiter | Dec 2018 – Apr 2021

- Managed recruitment delivery for automation, hardware and software engineering requirements, partnering with clients on forecasts, priorities and SLAs.
- Used Oracle Taleo, JobDiva and innovative sourcing channels to build qualified candidate pipelines and manage recruitment workflows.
- Mentored and coached support teams and introduced process improvements to strengthen recruitment efficiency.
- Recognized with Mindteck Best Performer and Employee of the Quarter awards.

PROFESSIONAL EXPERIENCE — CONTINUED

Conduent Business Services (Xerox) — Sourcing Specialist | Oct 2017 – Dec 2018

- Led global hiring projects and managed end-to-end recruitment processes, sourcing delivery and vendor relationships.
- Executed change-management initiatives supporting employee retention and referral programs.
- Specialized in leadership hiring, niche IT and engineering skills acquisition, and targeted social-media recruiting.

Mindteck India Limited — Associate Executive | Jul 2016 – Sep 2017

- Managed end-to-end recruitment including sourcing, screening, interview coordination and candidate engagement across IT, semiconductor and BFSI domains.
- Coordinated between offshore teams and sales stakeholders and supported process improvements to increase recruitment efficiency.

EDUCATION

- MBA / PGDM — International Business | Pondicherry University | 2016
- B.Tech / B.E. — Mechanical Engineering | Guru Gobind Singh Indraprastha University (GGSIPU)

CERTIFICATIONS & PROFESSIONAL DEVELOPMENT

- Certified Project Manager: PM (Project Management) — IIT Kanpur
- Effective Business Communication — IIM Bangalore
- Certified in Recruitment & Selection — UK Open University

TECHNOLOGY & RECRUITMENT TOOLS

Oracle Taleo | Ripplehire | JobDiva | LinkedIn Recruiter | Boolean Search | X-Ray Search | Naukri / Employer Sourcing | Recruitment Dashboards | ATS / HRIS Workflows | Direct Sourcing | Vendor Management

ADDITIONAL LEADERSHIP STRENGTHS

- Business partnership: translate workforce demand into practical hiring plans, sourcing priorities and delivery actions.
- People leadership: coach recruiters, improve productivity, establish accountability and maintain delivery focus.
- Data-led recruitment: track funnel performance, source mix, hiring progress and operational metrics to identify bottlenecks.
- Candidate and stakeholder experience: maintain structured communication, hiring-manager alignment and timely recruitment execution.

CAREER TARGET

Senior Manager – Talent Acquisition | AVP – Talent Acquisition | Engineering Recruitment Leader | Talent Acquisition / Recruitment Operations Leadership