**NARESH KUMAR KURMAPU**

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**Mob: +917702057926**

**Professional Summary:**

* Over 8+ years of working experience in IT Recruiting & US Staff Augmentation
* Hands on experience with job sites such as Monster, Dice, Career builder, Tech-fetch, Linkedin.
* Proficient at successful sourcing of candidates via Internet sources and online resume database.
* Highly organized and able to manage multiple tasks at once
* Experience in Tax Terms – 1099/w2/ C2C,Permanent
* Experience in Visas – CPT,OPT, H1B, EAD, GC & USC
* Have good experience working in financial, healthcare and IT industries requirements.
* Good Team player with Interpersonal, good verbal and oral communication skills in English.
* Work extensively with MS Office tools like Word, Excel, and Outlook
* Worked on Recruiting H1B Consultants, Green card Holders & US Citizens for Direct Client Requirements & Vendor Requirements.
* Excellent Interpersonal, Convincing, Rate Negotiation, Analytical & Problem solving Skills.
* Excellent Written & Verbal Communication Skills.

**Education*:***

• BHM from Ranjita Institute of Hotel Management, Bhubaneswar, Odisa. India

**Professional experience:**

**Synergy Computer Solutions International Ltd 10/2019 – Present**

**Sr, US IT Recruiter**

**Responsibilities**

* Directly working with client POC’s
* Hands-on requirement gathering from respective POC’s.
* Team Management when requirements volume increases.
* Keeping company ATS System updated with Open &amp; Closing of Jobs, Internal &amp; External Submissions,
* Worked on completely direct client requirement and majorly involved to working Healthcare and Automobile clients.
* Expertise in full recruitment life cycle of client like Spectrum Health, Fiat Chrysler Automobiles, Henry Ford Health Systems, ACT, ABBVie.
* Fully involved in client engagement and Client handling
* Conducted in-depth personal & phone interviews, technical testing, presenting offers, and

salary negotiations.

* Build up my own vendor Database for the H1B, Green Card, EAD and USA Citizens

submissions and storing in centralized DB application

* Perform full life cycle recruiting for Information Technology Professionals.
* Post and maintain all job requirements on Dice.com and other job sites.
* Pre-screen resumes, set up interviews, and process new hires for employment.
* Identify and qualify candidates for employment at different professional levels,
* Maintaining good relation with IT consultants and Employers for future requirements and

joining formalities with clients

**OTSI - Object Technology Solutions Inc., 12/2016 – 09/2019**

**Sr, US IT Recruiter**

Object Technology Solutions is headquartered in Overland Park, Kansas and has strategic technology and marketing alliances with leading Information management software product vendors in the Silicon Valley that help us provide end-to-end services to our customers. Object Technology Solutions was established in 2000 on the foundation of delivering innovative, cost effective information management solutions to our customers. Based upon this foundation, Object Technology Solutions has become a customer-focused organization in the delivery of technology services.

**Responsibilities:**

* Analyze the requirement and understand what type of consultant the client is looking for their opening.
* Searched for qualified candidates on Monster, Dice and Corp-Corp and also on local database by applying appropriate search strings.
* Sorting through hundreds of resumes to find just the right person

When found suitable candidate I contact them via Phone/email and explain them about the job opening

* Provided weekly and monthly submittal reports using MS-Excel to management regarding the performance statistics.
* Have working Experience on W2/1099 tax terms.
* Good Experience working on Contract positions
* Experience with, Implementation partners, preferred vendors requirements.
* Hire the Candidates for full time positions
* Analyze the requirement and understand what type of consultant the client is looking for their opening.
* Searched for qualified candidates on Monster, Dice and Corp-Corp and also on local database by applying appropriate search strings.
* Sorting through hundreds of resumes to find just the right person
* When found suitable candidate I contact them via Phone/email and explain them about the job opening.
* Cold calling and networking to develop a qualified pool of candidates.
* Timely communication with candidates regarding their availability for contract, rate/salary negotiation, relocation, etc
* Interview, assess and evaluate applicants to determine their qualifications and appropriate match with client needs.
* Pre-screen prospective candidates negotiate and finalize the rates with employers and individual consultants
* Good knowledge of Tax Terms on a Corp to Corp, 1099, W2.
* Once finding consultant suitable for the position, take answers to a set of standard questions and also years of experience he has with the breakdown skills, submit him to my manager.
* Maintain positive working relationship with employees/consultants and all levels of management to successfully recruit through employee referrals.
* Also keep the track record of resumes, so that if other clients need a candidate of same requirement, then check his availability and submit.
* Provided weekly and monthly submittal reports using MS-Excel to management regarding the performance statistics.
* Good working knowledge on W2/1099 tax terms.
* Good Experience working on **Contract** positions
* Experience with, Implementation partners, preferred vendors requirements.

**Miracle software systems Inc., 01/2015 – 11/2016**

**Sr. Recruiter/Lead**

**Miracle Software Systems, Inc** , founded in 1994, is a Global Systems Integrator specializing in ERP/ BPM (EAI/SOA) / B2B / Digital Experience Technologies and is a Minority Certified Private Business headquartered in Novi, MI – USA. Over the past twenty years, Miracle has helped numerous large and mid-sized businesses transition their IT to a Service Oriented Architecture, with IT Transformation Initiatives, deploying SAP / Oracle ERP Systems. Miracle has a global presence on four continents with multiple Global Development Centers spanning across the USA, Canada and India.

**Responsibilities:**

* Extensively worked on W2 basis (full time and hourly) mainly with citizens and green card holders.
* I have extensively utilized the Internet (Dice.com, Monster.com, Career builder, Corp-Corp and all social websites), personal database and referrals for a candidate searching.
* Possess excellent technical skills and great understanding of client's requirement
* Expert in sourcing and screening qualified candidates, interviewing, identifying talent and managing the hiring process
* Responsible for full life cycle recruiting, including sourcing, interviewing, qualifying and placement of full range of software engineering, IT andmanagement candidates for contract, contract to perm and direct hire positions
* Experienced in direct end client (costumer) account operations.
* Recruiting candidates for both permanent as well as contract positions in the process worked directly with Business Development Manager, Directors and HR Manager to provide the best resources and fill the required staffing needs of direct clients and preferred vendors.
* Negotiation with the consultants on different contract terms like Corp to Corp, Contract-W2 and Fulltime Position and H1b Transfers.
* Good experience on transferring H1B Consultants.

**Diligent Group LLC. 05/2013 – 12/2014**

**Sr IT Recruiter (US)**

Diligent Group LLC is a global IT solutions provider focused on delivering customer value through high Quality Processes and Cost-efficient solutions. Diligent has been one of the trendsetters in global delivery practices with our Client-Centric Model for customer management and delivery.

**Responsibilities:**

* Responsible for technical recruiting/staffing of candidates for positions with Client and vendors.
* My primary responsibilities include sourcing, interviewing and hiring of IT professionals for multiple projects and assignments in the IT services industry.
* Screen candidates according to the client requirement.
* Maintaining an efficient database, with the help of which I could successfully deliver right IT people in right time.
* Establish and manage relationships with recruitment vendors and third party agencies.
* While screening the suitable candidates for the job requirements, I am using various IT job portals like Monster and Dice, Tech fetch.
* Negotiation with the consultants on different contract terms like Corp to Corp, Contract-W2 and Fulltime Position.
* Keeping in constant touch with the consultants and giving timely feedback to them, helped me a lot in timely delivery of the consultants for the clients’ needs.
* I have taken all the steps required to keep the consultants in good hold, by getting them signed the relevant contract statements.

**Prospect Infosys Inc. 09/2011 – 03/2013**

**IT recruiter (US)**

**Responsibilities*:***

* My prime responsibilities include sourcing, interviewing and hiring of IT professionals for multiple projects and assignments in the IT services industry.
* I am involved in creating and managing a candidate network and queue with a wide variety of IT skills.
* Good communication skills, people networking abilities, a good deal of aggression and customer orientation skills were key my success in the job.
* Used to screen candidates according to the requirement.
* Used to speak to their Employer.
* Maintained an efficient database, with the help of which I could successfully deliver right IT people in right time.
* Establish and manage relationships with recruitment vendors and third party agencies
* I worked with IT consultants of various experience levels on .Net, Java/J2ee, Oracle, SAP, People soft, data warehousing, mainframes, testing tools, etc.
* While screening the suitable candidates for the job requirements, I have used various IT job portals like Monster, Career builder, hot jobs, etc.
* I have negotiated with the consultants on different contract terms like Corp to Corp, 1099 and Contract-W2.
* Keeping in constant touch with the consultants and giving timely feedback to them, helped me a lot in timely delivery of the consultants for the clients’ needs.
* I have taken all the steps required to keep the consultants in good hold, by getting them signed the relevant contract statements.
* I have a good sub-vendor network, with the help of which I can minimize the turnaround time for submittals.
* I have developed a knack to deal with the consultants that helps my accounts manager in doing good business.
* Identified, interview and submit candidates in a timely and efficient manner.
* Effectively negotiated pay rates with candidates for contract and permanent positions.