



## RAJAT MAINI

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### SUMMARY:

An established talent management professional with 9 years of experience in Talent Acquisition, targeting mid-level opportunities in Talent Management with an organization of repute.

### EDUCATION:

B-Tech, Mechanical- LPU Jalandhar, Passed out in 2013

### SKILLS:

Business	Talent Acquisition, Product Management, Enterprise Software, Customer Interviews, Business Intelligence,
Strategy	Cross-Functional Team Lead, Agile/Scrum/Kanban, User Stories, Innovation, Lean Startup, Work Breakdown Structure, A/B Testing, Quantitative Data Analysis, Stakeholder Management, GTM, Marketing & Expansion strategy,
Talent Management	talent pipeline, end-to-end recruitment, campus recruitment, TA Dashboards, Leadership Hiring, Technology Recruitment, Employee Engagement, Resource Management, Stakeholder Management
Software	Trello/Asana/Monday, Adobe Creative Suite, InvisionApp, Balsamiq, Excel, Sisense/Looker, Google analytics, Zendesk, Campaign Monitor, Appollo.io
Technology	HTML

### PROFESSIONAL EXPERIENCE:

Agile-A-ONE Consulting Services ([agileaone.com](http://agileaone.com)), Faridabad

Oct 2021- Present

#### As Principal Talent Partner

- Develop and execute talent acquisition strategies that align with the **client company's** overall goals and objectives, resulting in successful hiring outcomes.
- Partner with HR leaders to develop and maintain effective talent management practices, including onboarding, retention, and employee development.
- Drive diversity, equity, and inclusion initiatives throughout recruitment to ensure a diverse and inclusive workforce.
- Developing and nurturing a **Strong client employer brand** through effective communication, branding, and engagement strategies is a key responsibility.
- Utilize data analytics to track and measure the effectiveness of recruitment efforts and make data-driven decisions to improve hiring outcomes.
- Represent the client's company at industry events and conferences to promote the employer brand and build relationships with potential candidates.

#### As Small Business Owner

- Owned a complete management role, responsible for 360-degree growth of the depart. involving developing & maintaining the **business plan, go-to-market strategy, marketing strategy, expansion strategy, and Market Mapping** for new services introduction, managed budgets, and operations.
- Developed multiple service lines for 15 verticals & headed an 8-member team, acting as a single point for over 14 clients, managed sales, account management & operations.

#### Achievements

- Built a services portfolio & a healthy pipeline of clients in a short span of time.  
**Active clients:** II-VI incorporated, DMI Inc, Futurism Technologies, NCL Veka, Bosch, ITW consulting, Spin-X, FANUC, UPLERS, I-Tech Software, SocoMec, Amazon, NTT Data, Tech Mahindra.  
**Pipeline:** Cozentus Technologies, Celegence, Peak Infrastructure, Percept India, Masala Box, Omega HMS, Win Softech, Star TV, JMP Chase KPMG, Synapse Labs, Tanla, Caggemini, Delloite. Cognizant.
- Developed a unique business model for Franchising with an average gross margin of 40 %, developed 3 franchises.
- Created & documented the best Standard Operating Process which helped put the operations on auto-pilot mode.

**Onward Technologies, Bangalore**

**Talent Acquisition Manager**

**Jul 2017 – OCT 2021**

Technology Recruitment | Employee Engagement | Resource Management | Talent Management | Project Management | Leadership Hiring | Stakeholder Management | ICIMS (Applicant Tracking System)

- Managed end-to-end recruitment lifecycle & collaborate with cross-functional business partners, hiring managers & various other stakeholders to define appropriate specifications for the roles.
- Primarily sourcing top candidates through passive channels, referral sourcing, job boards, job ads & various other sites.
- Built a talent pipeline to maintain a consistent stream of top-quality candidates for current & future hiring needs.
- Promoted the company across education institutes to capture new talent.
- Presenting TA Dashboards, and reports on the weekly and monthly activities for review.
- Involved in developing talent acquisition strategies and hiring plans
- Updating current and designing new recruiting procedures
- Worked on ICIMS (Applicant Tracking System)
- Efforts resulted in an overall improved NPS score by +10 and saving approx. 5 man-hours/week by reducing the manual effort involved in recruiting lifecycle.

**Rittal India Pvt Ltd, New Delhi**

**Talent Acquisition Lead**

**Feb 2014 – Jul 2017**

Technology Recruitment | Resource Management | Talent Management | Leadership Hiring | Vendor Management | ICIMS (Applicant Tracking System)

- Team Management, Vendor Management (coordinated with 8-10 vendors at any given time), and stakeholder management.
- Handling end-to-end recruitment for IT, Engineering, and Leadership hiring for US & India locations.
- Acting as a key point of contact for the business and measuring the delivery, managing reporting, dashboard preparation, and forecasting future hiring needs.
- Creating Talent pipeline and passive sourcing.
- Providing Market analysis and market insights to the Business to help them take better decisions.
- Point of contact for all critical business requirements.

**Freelance Recruiter for several offshore companies**

**Aug 2013 – Feb 2014**

Primarily responsible to serve Federal, Manufacturing, Défense, Gaming, Construction, Oil & Gas & IT clients.