Prasaath Sathiamurthy (P S Murthy)
SENIOR RECRUITING & TALENT ACQUISITION SPECIALIST
Green Card**.** Local to NYC/NJ and Open for intermittent commute/Remote

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- Accomplished Talent Advisor/Business partner in recruiting High-Volume, High-Quality passive & active candidates experience in all aspects of Recruiting and running a multi-channel sourcing desk

- **Expertise in offering a Positive Candidate Recruiting Experience** – Manage expectations, Gauge push/pull factors, conduct interviews and make a genuine attempt to understand the candidate persona.

- **Stake holder management** - Being agile and modeled to pivot recruitment plans to offer alternate poaching grounds, market mapping and offer other pull factors for vertical and lateral moves for potential candidates. Act as stakeholder representing the recruiting team and upsell Value adds like Employer Branding, Diversity initiatives and Market insights.

- **Knowledge on HR processes** – Full cycle Immigration and US visas, HR Onboarding including Everify and I9 and fundamental knowledge of OPEX and CAPEX in hiring. Undergone **GDPR and Pay transparency** training.

- **Source/Recruit**: Linkedin/Linkedin Recruiter, Brassring, Smartrecruiter, Dice, Indeed, Monster, Careerbuilder, Ziprecruiter and few other direct Job boards

- **Sourcing, Recruitment automation** AND **Ethical Scraping**–Automation in TA function using tools like Zapier, Javascript, Bookmarklets, Power automate, VBA, Phantombuster and Funnel makers.

- **Alt Sourcing**: Use creative and effective sourcing methods to attract and retain top talent through multiple mediums such as X-Rays and Boolean Searches, Seekout, SignalHire, Loxo, HireEZ, Chrome extensions, technical forums, and candidate referrals etc. Built CSE for sourcing on GitHub, Stackoverflow,

- Product analyst/Manager with hands on experience building and launching HR tech products including – Design, MVP, UAT, Roadmap, A/B testing, Product demo and Account management.

- **Copywriting, Drip Campaigns and Gamifying Outreaches –** Including exposure to ChatGPT & AI based tools for **diversity hiring, volume sourcing,** vendor management, **Data driven models for** TA /TI functions.

- **Product Builder (Personal capacity):** Designed workflow for developers and got exposure to the following tech - **Jira** (feature tracking, roadmap), **Codecommit & Github** (repo), **Chrome Extension** (mv3/react)**, AWS Lambda** (serverless node), **S3** (storage), **UIPath** (for parsing), **Postgres** (database), **Airtable** (mock database), **API** (internal endpoints), **Brightdata, Nubela and other SERP data** (External API for linkedin Scraping and enrichment)**, Proxy cURL, JSON.**

Areas of Recruiting Experience

- **Technology & Engineering Operations** – Developers, System Engineers and Technology Leadership
- **Product** – Product Managers, UX/UI, Mean and Full stack developers, Mobile and Digital Transformation
- **Fintech, Investment Banking** & **Commercial Banking –** Front, Middle and back office across all asset classes (Equity, Fixed Income, Cash and Derivatives)

Work History

Recruitment Consultant   Feb 2023 – till date
Soho Square solutions – NYC
Performance consultant for recruitment and account teams to source proactively, Outreach creatively and build candidate experience.
- Improved Linkedin recruiter Reply rates to over 44% with 99% coverage rate on over 300 roles.
- Got invited to Vendor summit with Big 4 client to showcase Value partnership in Diversity hiring, Search hacks, Automation and Ethical use of AI for talent finding/screening.
- Built 30,60,90 days markers for recruiting team with if-else loop.
- Proactively pipelined for evergreen positions
- Built custom reports from CRM Data for live companywide performance tracker for the CEO.

TA Recruiter (contract)   Feb 2022 – Dec 2022
NBCUniversal – NYC

- Talent Partner for Engineering vertical within Operations & Technology.
- Owned recruitment process from requisition open to onboarding. Pipelined internal and external talent while managing 15 -20 positions on hiring dashboard
- Advised and partnered with Engineering leaders in Hiring roadmap, Talent strategy, Compensation Insights and Poaching grounds
- Actively used Linkedin Recruiter, Internal ATS (Brassring and Smartrecruiters) for sourcing and outreaches.
- Managed Talent/Employer branding, candidate expectations and Offer negotiations.
- Lead two major projects for the TA team on Creative sourcing and Engineering hiring dashboard

TA Recruiter   Jan 2015 – Jan 2022
Employer: Alltech Consulting Services Inc.
Clients: Morgan Stanley, Wells Fargo, Bank of America, UBS, Deutsche Bank
Responsible for managing and executing the full life cycle recruitment process including sourcing, interviewing, managing and placing technical personnel in permanent, contract and contract to hire positions.

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- Technical staffing for fulltime and contract positions primarily focused in Capital Markets operations, Compliance and Wealth management.
- Hired tech and operations talent in Electronic & Front office trading, Middle office roles in tech (Risk, Regulatory, Compliance and Trading operations)
- Consistently pipelined passive candidates to speed up the submission process
- Built offshore capability in India with 10 fulltime recruiters and sourcers and recruiters running fullcycle recruitment process.
- Played the role of mentor, trainer and manager and eventually phased out the whole recruitment division to role/client-based silos with a centralized sourcing engine increasing the operational efficiency

Recruiter/Account Manager   Oct 2008 – Nov 2014
Alltech Consulting Services – Princeton, NJ

- Recruited top talent while exceeding quarterly hiring goals, by sourcing a minimum of 100 candidates per week, host 60-80 phone interviews, submitted 25 candidates for manager interviews, which lead to 1-3 hires per month and successfully managed a requisition workload of approximately 10 requisitions/ week.
- Consistently pipelined passive candidates to speed up the submission process
- Effectively recruited candidates through Internet research, internal database, referrals, and other strategies
- Handled all IT Technologies involving combination of complex skill sets and rare technologies
- Provided leads and schedule meetings with hiring managers for future business opportunities

Future Technologies Inc., – Plainfield, NJ, USA   Feb 2008 to Oct 2008
Client: Pillar data systems, Rosetta stone
Business Coordinator – Global Sourcing

- Lead the recruiting operations for Business Intelligence/ETL technologies.
- Hired over 20 onsite and offshore resources in Siebel CRM, OBIEE & Oracle EBS
- Manage partnership with BI tools vendors including Microsoft and Oracle and their channel partners.

- Participated in vendor selection, negotiation and contract processes and executing the logistics required enabling the vendor choice.
- Led strategic assessments of outsourcing opportunities and resolved contractual, performance, and relationship issues.

Basco Systems - India/ USA   Dec' 05 to Dec' 07
Recruitment Lead
- Worked on a full-service IT hiring Desk for Oracle India, BEA Systems and UBS India.
- Spearheaded multiple search assignments including CXO level positions.
- Managed deliverables on timesheets, Invoices and payments with consultants.
- Ran recruitment drives in different parts of the country

CAPntel Executive Search firm - Bangalore, India   Feb '04 to Dec '05
Consultant - Knowledge Process Outsourcing
- Assessing client needs & developing plan for recruitment to facilitate right selection and fit for the client companies.
- In charge of all turnkey operations for contract staff at Dell international services, Bangalore.
- Evaluating candidates and making recommendations for hire. Conducting job related testing and reference checks of applicants as per client requirements.
- Act as a corporate representative at external events such as Career Fairs, Walk in Drives, etc.
- Business Development: Making Presentations to new clients regarding recruitment & other HR services of the company.

Viteos Capital Market services   June 03 to Dec '03
Process Associate
- Worked with the program manager in ramping up and created a new offshore team for the division, involved in all aspects of workforce management, corporate processes, program metrics, budget, and training.
- Hired teams for BOT operations setting up first offshoring back office services for Goldman Sachs in India
- Hired Fund Administration teams (Fund accountants, Analysts, Managers) at Bangalore and Mumbai.

Education
Bachelors in Engineering – Bharathidasan University

Certification
Certified Product Manager – General Assembly – 2017
Pursuing SHRM – Certified Professional
Pursuing Social Talent – Orange Belt