

## KARTHIK DEVENDRAN

Chennai, Tamil Nadu, India, 600091

<https://www.linkedin.com/in/karthikdev/>

### Helping Companies Build Stronger Hiring Engines for Technology Talent

#### EXECUTIVE PROFILE

Global Talent Acquisition leader with experience across workforce solutions, hiring delivery, and modern talent models. Worked across startups, enterprises, GCC environments, and SaaS businesses in internal, client-facing, and HR tech settings. Strong focus on helping teams bring more structure to hiring, improve execution, and respond better to both scale and niche talent needs in fast-moving environments. Also brings experience with workforce solutions, AI-led workflows, and modern talent access models.

#### KEY ACHIEVEMENTS

- Built and supported a niche **ServiceNow virtual bench** for the Indian market, including **CIS** and **CTA** talents, contributing to presales readiness and project wins worth **\$12Mn in revenue**.
- Built and activated a targeted **Salesforce talent community** across France, Spain, and Portugal, helping strengthen talent readiness for a **€5Mn French Government** project win.
- Built and delivered a virtual bench of **Workforce Software** implementation specialists for a **U.S.-based Fortune 500 spices company** helping reduce resourcing and outsourcing costs by **\$2Mn**.
- Supported execution of two **NASA Open Innovation Services 2 (NOIS2)** contests on the freelancer platform, helping drive **crowdsourcing** participation for the **AMPS Challenge** and **Whale research** initiatives.
- Designed and executed **enterprise-ready** and **rising-star** talent programs and curated **400K platform users in 6 months** using AI-led Screening tools like Imocha, Testgorilla and Mettl.

#### LEADERSHIP HIGHLIGHTS

Technology Hiring | Global Talent Acquisition | Talent Acquisition Strategy | Hiring at Scale | Niche Talent Hiring | Workforce Solutions | Hiring Delivery | Hiring Engine Optimization | Workforce Planning | Stakeholder Partnership | KPI-Driven Hiring Governance | AI-Enabled Sourcing | Open Talent Models | GCC and Enterprise Hiring | Talent Intelligence and Benchmarking | HR Technology Enablement

#### INDUSTRY EXPOSURE

HR Tech | B2B SaaS | IT Services | ITES | BFSI | Telecom | Pharma | FMCG | Retail | Supply Chain | Airline | Maritime

#### PROFESSIONAL EXPERIENCE

##### MyGIKS Consulting

Jan 2021 - Present

##### Principal Consultant | Talent Acquisition & Workforce Solutions

Help businesses fix and strengthen their hiring engines through talent acquisition, workforce solutions, and modern talent access models.

#### Selected Engagements:

**Bench Talent Cloud** | Jun 2024 - Mar 2026

*Service Delivery Consultant (AI-Powered Workforce Solutions)*

- Supported hiring and workforce needs across start-up, GCC, and growth-focused environments through Bench's AI-led talent model.

- Worked with **Slate**, Bench's AI sourcing tool, to surface active and passive talent for both reactive hiring demand and virtual bench use cases.
- Contributed to workflows involving **Eve**, Bench's agentic AI, which supported talent engagement, coordination, and community-led follow-through.
- Advised stakeholders on hiring feasibility, talent market realities, and practical search strategy across multiple role types.
- Supported customer onboarding and adoption of AI-enabled workflows through playbooks, SOPs, brainstorming sessions, and platform enablement.
- Provided practical feedback to help sharpen AI-led sourcing and talent engagement workflows for live recruiting and delivery needs.

#### **Solverminds Solutions & Technologies Pvt Ltd | May 2022 - Aug 2023**

##### *Consultant - Senior Manager*

- Strengthened the talent acquisition function in a global B2B SaaS environment.
- Cut ageing in lateral hiring by bringing roles open beyond 120 days down from 40% to zero, with no open role exceeding 60 days at exit.
- Maintained time to hire at around **45 days** by improving process discipline and stakeholder alignment.
- Reduced vendor dependence to lower cost-per-hire while strengthening direct sourcing and expanding channel mix.
- Built SOPs and hiring workflows that improved stage conversion and sourcing effectiveness.
- Partnered with hiring managers and business leaders on role design, selection criteria, hiring priorities, and timelines.
- Influenced the addition of dedicated recruitment marketing and candidate engagement support to improve candidate experience and talent visibility.
- Supported the implementation of Adrenalin HRMS to bring more structure to HR and people-process workflows.
- Advanced recruitment modernization through HR technology adoption, campus partnerships, vendor ecosystem development, and compliance-led practices.
- Contributed to internal audit readiness for ISO and CMMI renewal requirements through process documentation and governance support.

#### **Freelancer.com | Jan 2021 - May 2022**

##### *Talent Success Manager - Enterprise (Consultant)*

- Led talent success for Freelancer Enterprise across APAC and EMEA, supporting enterprise clients on talent alignment, delivery quality, and execution.
- Worked with enterprise stakeholders to define scope, budgets, talent requirements, and fulfilment priorities.
- Acted as a bridge between business demand and talent strategy, translating role requirements into workable hiring approaches.
- Led a global team of **20+ recruiters**, tracked KPIs, and supported improvement plans aligned to division goals.
- Led end-to-end service delivery and project coordination for **a gig-based Tech service model in India**, covering talent alignment, execution tracking, and delivery support.
- Partnered with background verification providers including CFirst and First Advantage to support enterprise-ready talent deployment.
- Contributed to the adoption of assessment platforms such as TestGorilla, Mettl, and iMocha to support structured hiring and evaluation.
- Built talent communities and improved talent readiness across enterprise engagements.

**Pride Global India****Jun 2017 - Oct 2020****Manager - Strategic Sourcing**

- Played a key role in setting up US staffing operations in Chennai for Russell Tobin.
- Led initiatives for Morgan Stanley's IT Direct Sourcing Program through PrideOne.
- Managed strategic sourcing and end-to-end recruitment delivery across Fortune 500 client environments.
- Managed budget- and P&L-aware hiring decisions, including channel evaluation, tool selection, and commercial negotiations with vendors and platforms.

**Trident Consulting****Jun 2015 - Jun 2017****Recruitment Manager**

- Progressed from Recruitment Lead to Recruitment Manager in a staffing business focused on contract IT staffing, direct hiring, and SoW-based talent solutions.
- Supported technology hiring through strategic sourcing, team guidance, and delivery coordination.
- Contributed to closing critical roles in a fast-paced client-services environment requiring strong sourcing discipline and execution focus.

**Newt Global Consulting India Pvt. Ltd.****Mar 2014 - Apr 2015****Talent Acquisition Lead**

- Progressed from Senior Talent Acquisition Specialist to Talent Acquisition Lead in a technology consulting environment serving Fortune 50 clients.
- Worked across both internal talent acquisition and client-facing recruitment mandates.
- Supported technology hiring across multiple skill areas and business contexts.

**Cortex Consulting Pvt. Ltd.****May 2012 - Mar 2014****Technical Recruiter**

- Worked in a global workforce and offshoring environment supporting technology hiring across client and offshore delivery needs.
- Identified and secured technical talent aligned to client skill requirements and role expectations.
- Supported candidate experience and recruitment delivery through a responsive hiring process.

**EDUCATION****Bachelor of Engineering in Electrical and Electronics Engineering**

Arignar Anna Institute of Science and Technology, Chennai

**CERTIFICATIONS**

Certified Human Resources Business Partner (HRBP) | Middle Earth HR

Agile Leadership | University of Colorado System

**PROFESSIONAL AFFILIATIONS****Human Resources Association of Tamil Nadu (HRATN)**

Executive Council Member - HR Digital Series Cell | May 2025 - Present

Contribute to HRATN, a not-for-profit HR association, through the Digital Series, with a focus on digital HR, workforce analytics, and emerging workplace trends that benefit HR professionals and the broader HR community.