

Saurav Bhadury

Resource Manager | Talent Acquisition Specialist | Strategic Business Partner

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SUMMARY –

- Consultative HR professional, experienced in team building, managing multifunctional & multicultural human capital and accelerating talent delivery including talent mobility in North America and India. Experienced in partnering with leadership to forecast fulfillment and drive business goals with revenue targets. Proficient in utilizing data analysis to educate and influence leadership in strategic decision-making.
 - Pragmatic, adaptive, and flexible. Always eager for learning new skills and role transition considering career prospect and growth. Seeking challenging roles to contribute to the success of an organization.
 - Over the year I honed my leadership, organizational and communication skills which are transferable to various industries and domains. Advocate of diversity, equity, and inclusive initiatives.
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Technical Skills: MS Office Suite, Oracle Peoplesoft, Agile Scrum, JIRA.

Operational Skills: Customized reporting and analytical tools, Enterprise Application Suite, Enterprise Resource Planning. Hands on with project management and agile methodologies.

Transferable Skills: Communication, Leadership, Organizational, Emotional Intelligence, Stakeholder Management, Escalation Management, Client Relationships Management, Crisis Manager, Adaptive, Strategic Thinker

Current Status: Currently working with a Staffing Solution Company as a Freelance Recruitment Manager

WORK EXPERIENCE

1. **Delivery Ops Lead – (Talent Supply Chain & Resource Management)** - June 2019 – May 2023

Cognizant Technology Solutions, Mississauga, ON

*Lead Talent Supply Chain operations in North America for various strategic business units like Digital Engineering, application delivery management, security, and infra services. Earned accolades from leadership for ensuring best managed practices with minimal escalations.

*Managed Talent Hiring (FTE & CWR) and allocation, Proactive Hiring, Skill Mapping, Resource planning, Demand and Supply inventory and Deployable pool by leading Talent Supply Chain Operations in North America and beyond. Created alternate supply channels and promoted onsite and offshore coordination.

*Coordinated over 3000 fulfilments annually including High Revenue senior and niche skills demands. Maintained over 80% fulfilment target with over 93% on time to ensure minimal revenue leakage.

*Coordinated in between NA Commercial Sales Organization and Digital Engineering & Digital Experience delivery organization for planning and executing strategic projects by understanding the needs and delivering customized solutions end to end. Contributed to quarter over quarter revenue growth with targeted approach.

* Moderator of daily calls to discuss status, progress and Impediments on critical projects, project health, ramp up and ramp down, net new revenue, large deals, demand validation, past due and lost demands etc. Thus, helped in sanitizing demands and ensuring priorities with agility to avoid wastage of time and effort.

1. Senior Immigration Compliance Specialist – (December 2014 – June 2019)

Cognizant Technology Solutions US, College Station, TX

*As functional business analyst helped in requirement gathering by working closely with process owners and Technical Teams, while transitioning the legacy app modernization. Coordinated UAT and Sign Off.

*Saved hard dollars by In-housing Canada Visa Stamping Process for US Based Associates. Saved processing time and reduced external dependencies. Helped business units with end-to-end talent mobility challenges.

*Liaised with Vendors, Consular bodies, and Attorney's to ensure smooth logistical coordination and compliance for filing work permit applications. Subject Matter Expertise in Intra Company Transfers.

2. Team Lead & Global Mobility Advisor – (May 2008 – December 2014)

Cognizant Technology Solutions India, Kolkata, Pune & Mumbai.

*Managed Internal projects by Consulting Business Units on Visa Utilization, Defects Management, sharing insights and Analysis in the context of Visa Aging, Risk and Potentiality, Travel Readiness, Last Minute Travel, Cost, Comparative Analysis and thus help in managing project cost.

* Lead 7 members team of Immigration Specialists, ensuring timely deliverables. Managed Key Performance Index, Performance Review, Appraisals, Rewards and Recognition, Team building. Managing 1st level Escalations.

* Advised and Updated Business Units on Immigration Compliance and Consular rules and regulations. Arranged Townhalls, Open House and Awareness Sessions.

EDUCATION:

- **Corporate PG Diploma: Business Administration & Management**
Symbiosis – Kolkata, India – (2009 – 2011)
- **Post Graduate Diploma: Human Resources & Labour Relations**
Bhavan's College – Kolkata, India – (2002 – 2003)
- **Bachelor of Arts: English Literature**
Calcutta University – Kolkata, India – (1998 – 2001)

PURSUIT OF KNOWLEDGE INTERESTS - Preparing for CSM and CHRP designations. For knowledge and updates and enhancement I follow the following professional organizations and their news pages.

* Scrum.Org | * LinkedIn | * Coursera | * Udemy | * IBM Skills Build | * RMI | * HRP | * Fragomen

REFERENCES & RECOMMENDATIONS –

References can be shared from business leads and professionals who mentored me, worked with me, and can vouch for my performance and ability to go over and beyond Business as Usual and ensure Business Continuity.