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| |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | **Santosh**  **Yalamarthy**     |  |  | | --- | --- | |  | ys.krishna@gmail.com | |  | +91 9959015094 | |  | Hyderabad, India 500035 | | | **Skills**   * Vendor Management (VMG/VMS/MSP) * Account Management * Staff Augmentation * Talent Acquisition * Supplier Management * Workforce Management (WFM) * Team Management * Change Management and * Contract Management * Applicant Tracking Systems   **Tools**   * Fieldglass * SuccessFactors * SAP * Eightfold AI | iCIMS * Microsoft Excell | PowerBI   **Education**  G. Pulla Reddy P.G College  Hyderabad • 04/2004  *Master of Science* : Computer Engineering | | |  | | --- | | **Professional Summary**  19 Years of expertise in managing and optimizing large-scale Talent Acquisition and Contingent Workforce Programs. Proficient in developing and implementing comprehensive contingent workforce strategies to drive efficiency, cost savings, and talent quality. A dynamic leader with a strong ability to lead and motivate cross-functional teams, drive performance excellence, and achieve organizational goals. | | **Accomplishments**   * Achieved annual savings of ~$6 million Y-O-Y * Increased contractor conversions from 2% to 10%. * Reduced No-Show's from 35% to 18% * Decreased time to offer from 30 days to 15 days. * Hired ~5000 Resources Globally Y-O-Y. * Automated Supplier Payments. * 100% Compliance in both Internal and External Audits. This includes Financial Systems, Statutory, Contract Extensions, and Exits.   **Work History**  NTT DATA Services - Director - Vendor Management  Hyderabad • 07/2006 - Current   * Leading Global Talent Acquisition/Vendor Management with a primary focus on Contingent Workforce. * Managing Portfolio of ~$250MM with over 5000 contractors globally. * Managing team of 50 + resources for both recruitment and operations.   **Field Glass**   * Implemented Field Glass from scratch. * Defined and customized Workflows, Templates, Rates, and Qualifications as per the Organization's criteria. * Maintained Company Level Configuration. * Collaborated with IT to maintain Master Data and used Configuration Manager to create and maintain Connectors and API's. * Facilitated seamless integration between Fieldglass, Success Factors, and SAP systems. * Collaborated seamlessly with cross-functional teams, (IT, Procurement, and Accounts Payable) to align procurement processes, payments, and policies more effectively. * Analyzed recruiting and cost metrics to share reports and recommendations with stakeholders. * Created and maintained "Custom Fields" as per the business need. * Implemented Onboarding and Offboarding modules as per the geography. * Collaborated with legal and compliance teams to review paperwork, obtain feedback, and procure available information for new training processes. * Drive efforts to promote diversity and inclusion in Recruitment Process. * Participated actively in both internal and external audits on a quarterly and semi-annual basis to safeguard financial integrity of the system and uphold adherence to established processes. * Significantly increased reporting efficiency to track spend, contractor extension, timesheets, payments, and notably contractor conversions. * Worked with Fieldglass Account Management team to understand their Roadmap with respect to upcoming changes and evaluated the same with internal stakeholders. * Maintain documentation for the current process and track change requests.   **Vendor Management**   * Excelled in Vendor Management by fostering healthy competition among suppliers and driving cost reduction. * Crafted and executed a comprehensive talent acquisition strategy aligned with the organization's objectives and expansion plans. * Continuously assessed and enhanced recruitment process to ensure optimal efficiency, effectiveness, and positive candidate journey, often incorporating the adoption of cutting-edge technologies, tools, and industry best practices. * Collaborated closely with hiring managers to define precise job requirements, meticulously reviewed applicant resumes, conducted interviews (or provided oversight for the interview process), and made ultimate hiring determinations.   Technosoft Corporation - IT Recruiter  Chennai • 11/2005 - 07/2006   * Conducted phone interviews to assess applicants' relevant knowledge, skills, experience, and aptitudes. * Collaborated with internal teams to continuously improve recruitment processes and execute as efficiently as possible. * Sourced and selected applicants for technical positions within the company. * Interviewed candidates using different interview methods and approaches | |

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