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| **Santosh****Yalamarthy**

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|  | Hyderabad, India 500035  |

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| **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  |

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| **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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