

## PROFILE SUMMARY

Result focused, data driven individual with more than 10 years of recruiting, program management experience in organizations like Hewlett Packard, Microsoft and Broadcom. Last fulltime stint was with Azim Premji Foundation where I led 2 large recruitment programs - Campus & Fellowship at an India level.

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## ACHIEVEMENTS

- **Azim Premji Foundation:** Set up recruitment & operation systems for Campus and Fellowship recruiting.
  - **Broadcom India:** Set up interview scheduling and candidate experience processes.
  - **Microsoft:** Built and streamlined the Background Verification Process for all new hires at Microsoft Global Technical Support Center, India
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**TOOLS:** Kenexa Brassring in Broadcom, SAP e-rec in Microsoft and Taleo in Hewlett Packard

**KEY SKILLS:** Sourcing| Community & Relationship Building| Data | People Processes | Branding

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## EXPERIENCE

### Independent Consultant

May 2017 onwards

- CAF Community: Created a closed community of freelancers, consultants working in the social sector ecosystem. Since Jun 8, 2017 the community of screened individuals has been growing. The link to the vibrant community is [Consultants and Freelancers](#), the website hosts profiles and resources for freelancers.
- ArtSparks Foundation: Laid down the outreach plan for the EdSparks Collective and submitted recommendations to enhance the engagement of the first cohort.
- vChalk: Worked with the founders to recruit and set up their team in Bangalore. Built a sales incentive plan for their proposed sales team.
- Azim Premji Foundation: Completed the Talent Review Process for 250+ members in Chhattisgarh by providing inputs, enabled people managers to complete the review process and create individual growth plans for HiPo members. Reviewed self-review comments of Rajasthan and Chhattisgarh team and proposed solutions to the

### Azim Premji Foundation, Bangalore, India

Nov 2014 – April 2017

Resource Person - Recruitment

- Led the recruitment and operations for Campus and Fellowship recruiting at all India level. These 2 cohorts form the largest inflow of fresh talent in the organization.
- Mentored and built capacity of team members on sourcing, data analysis, operations and candidate experience.
- Built comprehensive media plan for both social media and offline recruitment marketing campaigns utilizing available resources. Created campaigns in Facebook, LinkedIn, Instagram, Google AdWords, emailers and posters.
- Led presentations at various universities/colleges across India to encourage young people to think about a career in education space.

### Broadcom India Research Pvt. Ltd

Sep 2011 - Oct 2014

Associate Staffing Partner

- Partnered with Mobile & Wireless Group (\$700 million before they exited the cellular baseband business) and the Infrastructure & Networking Group to recruit 300 plus engineers. Hired the SAP team in Hyderabad (50+)
- Set up processes to – a) interview candidates (multi geography), b) orient new joiners in teams without local supervisors, c) orient new Managers on recruitment processes & systems
- Worked in a 2 team member, data sensitive project on competency and compensation mapping during Renesas Mobile acquisition. This involved working directly with senior HR leadership team
- CSR- Active member of Lotus, a CSR initiative which worked with urban government schools.

### Microsoft India Pvt. Ltd (On Randstad Payrolls)

Jul 2010 - Sep 2011

Recruiter

- Recruited technical support engineers for [Developer Support](#) group meeting the quarter on quarter target numbers.

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- Mentored team members on sourcing strategies, job marketing and stakeholder management
- Implemented the Applicant Tracking System, e-rec (SAP based tool), for Microsoft Research India team. Provided support in running the Summer Internships which had 50 odd interns from Ivy League universities.

#### **Hewlett Packard India (STSD)**

**Feb 2008 - Jul 2010**

##### **Staffing Advisor**

- Provided support to senior recruiters and assisted them in scheduling interviews, following up on joining dates, resolving relocation queries, notice period buy out queries of offered candidates. I worked with all the 7 Storage & Software business units and their interviewing teams, hiring managers and business leaders.
- Managed all staffing vendors and the invoice payments by working with HP finance and vendor payables teams.
- Collaborated with Program Managers to allocate New College Graduates selected from Universities across India to R&D labs based on their technical education, interview feedback and organization requirement.
- Sourced talent for HP US, Canada and Malaysia sales and technical support businesses as part of APJ and US Sourcing Team.

#### **Pylon Consulting and Management Pvt. Ltd**

**Jan 2007 - Jan 2008**

##### **Staffing Specialist**

- Recruited software developers in front end applications like Java and dot Net for start-ups and companies like Electronics for Imaging, Quest etc.
- Built database of high passive potential talent through candidate referrals and email networking.

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#### **EDUCATION**

- **PG Diploma in Human Resource Management**, Narsee Monjee Institute of Management Studies, India (2011)
- **Bachelor of Engineering in Electronics**, Nagpur University, India (2006)