

NAME SURNAME

Architecting Future-Ready Workforces | Scaling Talent for Business Growth

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PROFILE

I am a dynamic Deputy Vice President of Human Capital Management with over 17 years of proven expertise in building and executing strategic talent solutions that drive business growth, revenue expansion, and operational excellence. I specialize in transforming talent acquisition, workforce planning, and human resource process optimization into strategic enablers of organizational success. With a deep understanding of global markets and technology consulting, I have successfully led talent strategies and built high-performance teams across the USA, UAE, India, Europe, and KSA to fuel growth and profitability.



WHY I STAND OUT?

- Visionary Leadership:** I inspire teams through forward-thinking workforce strategies that enhance agility, resource efficiency, and scalability, optimizing utilization (85-90%) to deliver complex projects on time and within budget.
- Digital Transformation Leader:** I champion innovation by establishing Centers of Excellence for Salesforce and SAP, driving digital adoption and operational efficiency to strengthen client success and competitive positioning.
- Revenue Growth Driver:** With expertise in P&L management and resource forecasting, I create growth opportunities, strengthen talent acquisition process, and deliver consistent revenue increase across global regions through right resource mapping along with effective client partnership management.

WHAT YOU CAN EXPECT FROM ME...

- High-Impact Talent Strategies:** I deliver end-to-end workforce optimization, ensuring fast and high-quality recruitment, resource scalability, and agile deployment to meet sales pipelines and revenue targets.
- Proven Business Growth Results:** With a track record of achieving double-digit growth and optimizing resources, I drive business impact through strategic hiring, digital adoption, and operational excellence.
- Agility and Innovation:** I anticipate market trends and business needs, aligning talent strategies with organizational goals to ensure workforce readiness, scalability, and sustained success in dynamic markets.

WHY WORK WITH ME?

- Building High-Performance Teams:** I specialize in developing talent strategies that build skilled teams aligned with business growth, delivering measurable revenue impact through optimized hiring practices and workforce planning.
- Future-Ready Vision:** I focus on long-term talent strategies that prepare organizations for the future of work, equipping teams with the agility to thrive in a rapidly evolving business landscape.
- Comprehensive Business Impact:** From strategic workforce planning to digital transformation and revenue optimization, I provide a holistic approach to talent management that delivers sustained business growth and profitability.

With expertise in aligning talent strategies with sales and business objectives, I bring a results-driven approach to accelerating growth, optimizing costs, and enabling transformative success through innovative workforce solutions.

SIGNIFICANT CONTRIBUTIONS

Deputy Vice President – Human Capital Management
July 2022 – Dec 2024 | 3i Infotech - Dubai, UAE

I drive talent acquisition, workforce optimization, and scalable hiring strategies to fuel revenue growth, business transformation, and operational excellence. I specialize in building high-performing teams, developing Centers of Excellence (CoEs), and implementing talent retention and engagement strategies that enhance employer branding. Focused on aligning talent strategies with financial and operational goals, I lead digital transformation and P&L-driven hiring solutions to enable scalability, agility, and sustained profitability.

Strategic Talent Architect:
I design and execute global talent acquisition strategies, building high-impact teams, ensuring seamless alignment with evolving business goals and revenue growth targets.

CAREER GROWTH

July 2022 – Dec 2024
Deputy Vice President – Human Capital Management
3i Infotech - Dubai, UAE

Jun 2021 - Jun 2022
Senior Relationship Manager – Staffing & TA
Krypt India, Bangalore, India

Mar 2016 - May 2021
Senior Manager – Talent Acquisition
Gyansys Infotech, Indianapolis, USA

Oct 2014 - Mar 2016
Manager – Talent Acquisition & Human Resource
Aufait Technologies, Bangalore, India

Jul 2009 - May 2014
Resource Management & Client Management
Gyansys Infotech, Bangalore, India

Aug 2006 - Apr 2009
Resourcing Head - India & UAE Operations
Infovista Technology Inc, Infopark - Kochi, India

ACADEMICS

2016
Institute Of Management & Technical Studies – India
Master Of Business Administration – HR

2008
Institute Of Management & Technical Studies – India
Bachelor Of Business Administration - Management

CERTIFICATIONS

2009
Industry Specific Certification - SAP HCM

HR Business Partnering & Operations

- Acted as a strategic advisor to leadership for workforce planning, employee engagement, and organizational development.
- Oversaw HR operations, including payroll, benefits administration, compliance, and employee lifecycle management across multiple geographies.
- Implemented HR process automation and data-driven insights to enhance decision-making and operational efficiency.
- Ensured compliance with local labor laws and regulations in all regions of operation.
- Spearheaded performance management cycles, including goal-setting, appraisals, and feedback mechanisms to improve productivity and alignment.

Strategic Talent Acquisition & Workforce Optimization:

- Develop and execute global talent acquisition strategies aligned with revenue and growth targets, enabling scalability across SAP, Salesforce, Cyber Security, Oracle, Web Technologies, Microsoft, AI, Cloud, Data Science, Analytics and other emerging technologies.
- Drive workforce forecasting and resource planning to support sales pipelines, revenue goals, and timely project delivery.
- Build and lead high-performing teams for niche roles in Banking & Financial Services, Oil & Petroleum, and IT sectors, ensuring robust pipelines and optimized resource allocation.
- Create innovative hiring solutions to enhance recruitment timelines, improve hiring quality, and ensure seamless deployment across global regions, including India, US, Europe, and the Middle East.

Workforce Planning & Talent Retention Strategies:

- Implement predictive analytics and forecasting frameworks to align resource availability with sales and business objectives.
- Optimize resource utilization (85-90%) through proactive workforce planning, ensuring profitability and seamless client delivery.
- Design and deploy talent retention and employee engagement strategies that enhance satisfaction, boost productivity, and strengthen employer branding.
- Develop long-term workforce plans to future-proof talent strategies, supporting scalability and business continuity.

Driving Digital Transformation & Centers of Excellence (CoEs):

- Lead the establishment of Centers of Excellence (CoEs) for Salesforce and SAP, delivering digital innovation and enhancing operational efficiencies.
- Partner with stakeholders to implement HR technologies, such as SAP SuccessFactors, enabling process automation and improved workforce management.
- Launch Partner Enablement Programs to scale talent pools, optimize delivery capabilities, and ensure competitive market positioning.

Revenue Growth & P&L Management:

- Manage global P&L for talent acquisition and workforce planning, ensuring profitability and sustainable growth across regions.
- Collaborate with Sales and Pre-Sales teams to align hiring solutions with business development efforts, driving revenue expansion and service delivery excellence.
- Oversee multi-million-dollar staffing businesses across the US, UAE, KSA, India, and Southeast Asia, enabling resource readiness for large-scale project execution.
- Optimize pricing strategies by designing and implementing a Global Rate Card for IT consultants, enhancing competitiveness and cost-efficiency.
- Contributed HR insights for proposals, including talent availability, retention strategies, and diversity metrics.
- Developed agile staffing strategies to ensure seamless project execution and delivery excellence.

Key Achievements:

- **Revenue Growth & Scalability:** Delivered \$43M in annual revenue through workforce planning, talent acquisition strategies, and resource optimization, achieving 13% YoY growth. Expanded service delivery capabilities by aligning workforce strategies with evolving market demands and sales targets.
- **Client Success & Talent Deployment:** Built and sustained strategic client partnerships across USA, UAE, KSA, and India, driving client satisfaction and ensuring seamless project delivery. Strengthened client relationships through scalable talent solutions, enhancing service delivery and revenue growth.
- **Digital Transformation & Innovation:** Established Centers of Excellence (CoEs) for SAP and Salesforce, driving digital adoption, operational efficiencies, and scalable business solutions. Implemented SAP SuccessFactors for HR process automation, improving employee lifecycle management and operational agility.
- **Workforce Optimization & Retention:** Achieved 85-90% resource utilization through strategic workforce planning and proactive hiring strategies. Deployed talent retention and engagement programs to strengthen employer branding and reduce attrition.
- **Cost Optimization & Competitive Advantage:** Developed a Global Rate Card for IT consultants, enhancing pricing models, maintaining profitability, and ensuring competitive client engagements. Optimized vendor and procurement processes to drive cost efficiencies and scalability across global markets.

I deliver comprehensive talent strategies, scalable hiring solutions, human resource process and workforce optimization frameworks that align with revenue and business goals. With expertise in building Centers of Excellence, enhancing employer branding, and driving digital transformation, I enable the organization in achieving sustained growth and profitability through high-impact workforce strategies.

Senior Relationship Manager – Staffing & Talent Acquisition

Krypt India, Bangalore, India | Jun 2021 - Jun 2022

Role Overview: As Senior Relationship Manager, I was responsible for leading talent acquisition initiatives, cultivating and managing client relationships, and driving staffing solutions for high-profile clients in the **USA** and **EU** markets. I played a pivotal role in business strategy development, successfully establishing a **distinct business vertical** within Krypt India.

Talent Acquisition Strategy and Execution

- Spearheaded the **end-to-end recruitment** process, focusing on sourcing and delivering top talent for clients in the **USA** and **EU**.
- Guided the **Talent Acquisition and Partner Hiring Team**, optimizing sourcing strategies to enhance recruitment efficiency and accelerate hiring timelines.
- Ensured the **effective delivery of talent solutions**, meeting client expectations and aligning with organizational goals.

Client Relationship & Success Management

- Managed and nurtured relationships with key stakeholders, ensuring seamless communication and satisfaction across all touchpoints.
- Played a central role in **Client Success Management**, ensuring high levels of satisfaction through consistent engagement and proactive problem-solving.
- Fostered **long-term partnerships** by aligning staffing solutions with the strategic needs of clients.

Business Development and Strategy

- Developed and executed the **business strategy** for Krypt India's staffing services, driving business growth and the creation of a new vertical within the organization.

- Led the development and execution of **staffing services for contingent workforce management**, aligning services with client-specific needs in highly competitive markets.

Cross-Functional Collaboration and Stakeholder Management

- Ensured effective collaboration between internal teams and clients, maintaining alignment with both **organizational goals** and **client expectations**.
- Drove ongoing strategic alignment to ensure recruitment processes remained **efficient**, meeting key metrics and stakeholder needs.

Key Achievements:

- **Business Vertical Expansion:** Successfully created and led a new **staffing business vertical** within Krypt India, significantly contributing to overall business growth and expansion.
- **Enhanced Client Satisfaction and Retention:** Cultivated **strong client relationships**, ensuring a high level of **client retention** and satisfaction by delivering quality talent solutions and exceptional service.
- **Optimized Recruitment Processes:** Streamlined and optimized the recruitment processes for key clients across the USA and EU, reducing hiring timelines and improving overall **staffing efficiency**.
- **Leadership in Global Talent Sourcing:** Played a pivotal role in sourcing and managing talent across **international markets**, ensuring the best-fit candidates were identified and deployed in line with client requirements.

Senior Manager – Talent Acquisition, Resource Management & Client Management

GyanSys Infotech, Indianapolis, USA & Bangalore, India | Mar 2016 - May 2021 & Jul 2009 - May 2014

Role Overview: A key strategic hire for **GyanSys Infotech**, I was sought to return to the organization due to my success in scaling talent acquisition and resource management functions across multiple regions. My leadership contributed to the global expansion of talent acquisition strategies, optimized recruitment operations, and significantly enhanced client satisfaction. With a focus on driving business growth and managing high-volume staffing needs, I successfully executed major projects and business transformations that led to both revenue generation and operational excellence.

- **Business Partnering & Operations:** Provided strategic HR support to business leaders, aligning talent strategies with organizational goals. Supported employee relations and conflict resolution to ensure a positive work environment and minimize attrition.
- **Talent Acquisition & Global Staffing Leadership** – Led end-to-end recruitment across the US, EU, and India, deploying 600+ consultants in key technologies like SAP, Salesforce, Full Stack, and Cloud. Delivered \$30M in revenue through high-volume hiring for multi-million-dollar projects, ensuring on-time, high-quality delivery aligned with evolving client needs.
- **Client Relationship & Business Growth** – Drove \$5.85M revenue growth by aligning talent strategies with client goals, acting as the primary liaison for US and EU accounts. Expanded headcount across major accounts, boosting satisfaction and repeat business. Executed fast-track hiring, deploying 55 resources in two months for a German ODC.
- **Resource & Workforce Management (RMG)** – Optimized consultant deployment and retention through strategic workforce planning, improving productivity, mobility, and utilization across geographies.
- **Operational Strategy & HR Optimization** – Established HRM systems and automated recruitment workflows, reducing hiring cycles and costs. Launched Partner Hiring and RPO programs, streamlining staffing efficiency and improving key recruitment metrics. Revamped HR Policies and Processes inline with the organization vision and mission goals.
- **Campus Recruitment & Talent Pipeline Development:** Expanded campus recruitment initiatives by sourcing top talent from India's leading engineering colleges, successfully hiring 95 graduates in 2019 and 200 in 2020, contributing to a strong, long-term talent pipeline.
- **Innovative Talent Programs & Workforce Planning:** Introduced automated employee referral programs and optimized partner hiring strategies, leading to improved candidate quality and satisfaction. Led strategic workforce planning, ensuring alignment with business goals and driving better resource utilization across global operations.
- **Leadership in Global Talent Initiatives:** Directed resource planning for Greenfield projects in the US, ensuring seamless deployment and collaboration between global teams for new project launches.

Manager – Talent Acquisition & Human Resource

Aufait Technologies, Bangalore, India | Oct 2014 - Mar 2016

Role Overview: As the **Manager of Talent Acquisition and Human Resources** at Aufait Technologies, I was responsible for managing and optimizing the end-to-end recruitment process for the **Qatar and KSA regions**. I played a pivotal role in driving the recruitment strategy for technology roles, strengthening client relationships, and overseeing HR operations to ensure alignment with organizational goals. My focus on building scalable, agile recruitment processes helped achieve significant client success and internal operational improvements.

- **End-to-End Recruitment & Talent Acquisition:** Led recruitment for key roles in Java/J2EE, Oracle, MS Technology, SAP, and more, efficiently sourcing talent to meet client needs in Qatar and KSA. Delivered high-volume talent deployments for major clients such as Qatar Airways and Qatar Petroleum, ensuring timely and successful project delivery.
- **Client Success & Relationship Management:** Managed strategic relationships with top clients, including Qatar Airways, Qatar Petroleum, and Petro Rabigh, aligning recruitment strategies with evolving hiring demands. Strengthened client partnerships, driving a 40% increase in repeat business and expanding talent requirements.
- **HR Policy Development & Process Optimization:** Overhauled HR policies across Indian offices, improving onboarding, payroll, and employee benefits processes. Streamlined operations and enhanced compliance, reducing administrative delays by 30%.
- **Vendor Management & Contract Staffing:** Managed recruitment vendor relationships to optimize contract staffing, ensuring scalability and flexibility to meet client needs. Improved vendor efficiency, speeding up onboarding and enhancing staffing adaptability.
- **Resource Pooling & Mapping:** Led resource mapping and allocation for clients in Qatar and KSA, optimizing talent utilization across onsite and offshore teams to ensure seamless project execution.

Resourcing Head - India & UAE Operations

Infovista Technology Inc, Bangalore, India | AUG 2006 - APR 2009

Role Overview: I began my career with **Infovista Technology** in **August 2006** as a **Technical Recruiter** for US, UAE & UK Staffing. My consistent performance and growing expertise led to my elevation in **2007** to **Resourcing Head** for India & UAE Operations. In this capacity, I was responsible for managing and optimizing the recruitment process across key markets, aligning talent acquisition strategies with business needs. I played a pivotal role in resource planning, managing client relationships, and ensuring the timely delivery of high-quality talent across various technical domains, contributing to the company's operational success and regional expansion.