**Himani Tyagi**

**Sr. Recruiter | Talent Acquisition**

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**Career Objective**

To secure a challenging role as an SAP SuccessFactors RCM Consultant where I can leverage my 4+ years of IT recruitment experience, strong talent acquisition skills, and specialized training in SAP SuccessFactors to drive recruitment process excellence and successful HR technology implementations.

**Professional Summary**

\* Over 4 years of full-cycle recruitment experience in the IT domain with a proven track record in sourcing, engaging, and placing quality candidates for multinational clients.

\* Proficient in managing recruitment operations using leading ATS and client portals, including SAP SuccessFactors, Workday, and RippleHire.

\* Hands-on training in SAP SuccessFactors RCM complemented by certifications in Talent Management and foundational SAP courses.

\* Excellent communicator with robust negotiation skills and a deep understanding of HR processes, aiming to translate recruitment expertise into effective SAP SF RCM implementations.

**Professional Experience**

**Sr. Recruiter**

NLB Services, August 2024 – Present

• Managed recruitment for critical client requirements, including a project to fill 54 openings for immediate joiners with Desktop Support experience in Bangalore and Mumbai.

• Conducted extensive searches using job portals and applied precise filters to identify and engage suitable candidates within tight budget constraints (Max 5 LPA).

• Coordinated candidate interviews, follow-ups, and relocation logistics, ensuring a seamless transition and prompt onboarding.

**Executive Talent Acquisition**

Tekshapers Software Solutions Pvt Ltd, April 2021 – August 2024

• Led end-to-end IT recruitment across 10+ multinational companies by leveraging advanced sourcing techniques (Boolean and X-Ray searches) on platforms such as Naukri, Monster, and LinkedIn.

• Utilized client portals like SAP SuccessFactors, Workday, and RippleHire to manage candidate pipelines, schedule interviews, and monitor recruitment progress.

• Successfully negotiated with high-caliber candidates, persuading them to transition from permanent roles to Contract-to-Hire positions, while managing relocation and onboarding processes.

**Previous Experience**

Senior Customer Advisor, Coverfox (July 2018 – January 2019)

Customer Advisor, PolicyBazaar.com (October 2017 – June 2018)

• Provided expert advice on insurance products, achieved sales targets, and maintained strong customer relationships through effective communication and service.

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**SAP SuccessFactors & Relevant Training**

• SAP SuccessFactors RCM Training

Currently undergoing advanced training under the guidance of a Senior Consultant, with a focus on configuring recruitment workflows, requisition templates, and candidate management modules.

• Introduction to SAP Certificate – Great Learning

• Talent Management Certificate – Great Learning

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**Education**

• MBA (Human Resource and Finance)

AKTU, 2021

• B.Com

CCS University, 2018

• Additional academic details available upon request.

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**Key Skills**

• Recruitment & Talent Acquisition: End-to-end IT recruitment, candidate sourcing, screening, and onboarding.

• SAP SuccessFactors RCM: Training in recruitment workflow configuration, requisition management, and candidate pipelines.

• HR Technologies: Proficient with ATS software like Ceipal, JobDiva, Cleared Talent, and client portals including SAP SuccessFactors, Workday, Zwayam and RippleHire.

• Communication & Negotiation: Strong interpersonal skills, adept at stakeholder management and candidate engagement.

• Process Optimization: Expertise in streamlining recruitment operations and improving overall hiring efficiency.

**Declaration**

I hereby declare that the information furnished above is true and accurate to the best of my knowledge, and I am committed to contributing positively to your organization.