Vishal Lathwal

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**SUMMARY:**

Experienced Talent Acquisition and Account Management professional with a strong background in providing tailored staffing solutions across diverse industries. Skilled in client engagement, requirement gathering, and proposal support within the services domain. Currently expanding expertise with training in SAP SuccessFactors (EC completed; RCM and PMGM ongoing) to better understand client HR tech environments and support solution alignment. Provided day-to-day support for SAP SuccessFactors Employee Central as part of the business user HRIS/IT for a customer team, including employee data maintenance, troubleshooting user issues, and assisting in system testing and documentation. Supported configuration updates, release review activities, and collaborated with HR teams to ensure data accuracy and process efficiency.

**SKILLS:**

* Pre-Sales (Staffing Services)
* Client Relationship Management
* RFP/RFI Documentation Support
* Resource Planning & Fulfilment
* Talent Pipeline Development
* Proposal & Presentation Support
* Cross-functional Team Coordination
* SAP SuccessFactors (EC – trained; RCM & PMGM – in training)
* Consultative Selling

**SAP SuccessFactors Training**

* Employee Central (EC) – Completed
* Recruitment Management (RCM) – Ongoing
* Performance & Goal Management (PMGM) – Ongoing

**PROFESSIONAL EXPERIENCE:**

**ETEAM INC, NOIDA** **Jul 23 – Present**

*Talent Acquisition/Account Management*

* Worked on Updating the Country Specific fields in the EC Workbook.
* Worked on Hiring, updating picklist values, creating Business Rules, Foundation Object, MDF Foundation Object.
* Handle basic employee data issues and help desk tickets.
* Assist users with login problems, ESS/MSS issues, and navigation.
* Escalate complex problems to senior team members.
* Overseeing the end-to-end recruitment process, from job postings to onboarding.
* Worked on Configuration modifications in Manage Business Configuration, Manage Configuration UI, Configure Object Definitions.
* Maintain accuracy of employee master data in the system.
* Deliver presentations and service walkthroughs to stakeholders, addressing queries and building trust.
* Assist with basic configuration tasks (e.g., workflows, business rules, picklists).
* Observe and learn how to implement changes in the EC module.
* Lead generation through cold calling and cold e-mails to HRs, VP and finance heads of corporates.
* Managed a team of interns to ensure that the targets were met on a monthly basis.
* Supported proposal development by outlining services, pricing, and SLAs in response to RFPs and RFIs.
* Maintained strong relationships with key accounts, contributing to repeat business and account growth.
* Engage with prospective clients to understand their pain points, goals, and service requirements.
* Present and position the company’s service offerings—including consulting, implementation, and support—based on client needs.
* Keep up with SuccessFactors release updates and note potential impacts.
* Design and recommend customized service solutions that align with the client’s objectives and industry best practices.

**THE JUDGE GROUP, NOIDA** **Mar 23 – May 23**

*Technical Recruiter*

* Managed the end-to-end recruitment process for technical roles, including software developers, data scientists, network engineers, and other IT professionals.
* Sourced candidates through various channels, including job boards, social media, networking events, and employee referrals.
* Conducted initial screenings and technical interviews to assess candidates' skills, experience, and cultural fit with clients.
* Collaborated with hiring managers to understand job requirements and provide strategic input on candidate selection.
* Maintained a robust pipeline of qualified candidates for current and future job openings.
* Negotiated offers and facilitated the onboarding process, ensuring a smooth transition for candidates.
* Ensured all recruitment activities complied with U.S. labor laws and company policies.
* Utilized applicant tracking systems (ATS) to manage candidate information and recruitment metrics.

**HEAD FIELD SOLUTIONS, NOIDA Nov 21 – Feb 23**

*Technical Recruiter*

* Spearheaded the recruitment process for multiple clients in a high-volume RPO environment, focusing on roles such as software engineers, IT specialists, systems administrators, and data analysts.
* Collaborated with client HR teams and hiring managers to understand specific needs and provide tailored recruitment strategies.
* Sourced candidates through diverse channels including job boards, social media, professional networks, and targeted outreach campaigns.
* Conducted in-depth technical interviews to evaluate candidates' skills, experience, and alignment with client requirements.
* Managed the candidate pipeline, ensuring timely communication and efficient progress through the recruitment stages.
* Leveraged advanced applicant tracking systems (ATS) to streamline candidate management and report on recruitment metrics.
* Negotiated job offers, managed counteroffers, and coordinated onboarding processes to ensure a positive candidate experience.
* Maintained compliance with U.S. employment laws and company policies, advising clients on best practices.

**EDUCATION:**

Bachelors in Commerce, 2021

Zakir Husain Delhi College, DU

**TECHNICAL SKILLS:**

MS-Office

All Basic Knowledge of Computer Applications