Vishal Lathwal

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**SUMMARY:**

Motivated and detail-oriented graduate with foundational knowledge in SAP SuccessFactors modules including Employee Central, Recruiting Management (RCM), and Performance Management & Goals Management (PMGM). Recently completed hands-on training in SAP SF configuration, business process mapping, and HR data management. Eager to contribute to digital HR transformation initiatives in a dynamic organization. Strong analytical skills, excellent communication, and a keen interest in human capital management systems.

**SKILLS:**

* SAP SuccessFactors (Employee Central, Recruiting, Performance & Goals)
* SAP SF configuration
* Basic SAP HCM knowledge
* Business Process Mapping
* HRIS Data Management
* Configuration & Implementation Support
* Role-Based Permissions (RBP)
* Workflow Configuration
* XML and Data Models
* Report Center / Ad Hoc Reporting
* Integration Center Basics
* SuccessFactors Admin Center navigation

**TRAININGS:**

**SAP SuccessFactors Trainee at WindHond Pvt. Ltd.**

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

**PROFESSIONAL EXPERIENCE:**

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

*Talent Acquisition/Account Management*

* Lead generation through cold calling and cold e-mails to HRs, VP and finance heads of corporates.
* Overseeing the end-to-end recruitment process, from job postings to onboarding.
* Deliver presentations and service walkthroughs to stakeholders, addressing queries and building trust.
* Stay updated on market trends and competitors to position services more effectively.
* Managed a team of interns to ensure that the targets were met on a monthly basis.
* Ensuring smooth communication between recruiters, hiring managers, and candidates.
* Implementing best practices for talent acquisition.
* Engaged with clients to understand staffing needs and aligned service-based solutions for both contract and full-time roles.
* Coordinated with recruitment and delivery teams to ensure timely fulfilment and client satisfaction.
* 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.
* Participated in discovery calls and early-stage conversations to position staffing services effectively.
* 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.
* Design and recommend customized service solutions that align with the client’s objectives and industry best practices.
* Partnered with hiring managers and client HR teams to understand job requirements, providing strategic advice on candidate sourcing and selection.
* Sourced high-quality candidates through multiple channels such as job boards, LinkedIn, employee referrals, and networking events.
* Negotiated job offers, handled counteroffers, and facilitated the onboarding process to ensure a positive candidate experience.
* Utilized applicant tracking systems (ATS) to manage candidate data, track recruitment metrics, and report on key performance indicators.
* Maintained up-to-date knowledge of U.S. employment laws and ensured all recruitment practices were compliant with legal standards.

**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