



Rashmi Mishra

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Phone: 9953016448

Location: Pune, India

Professional Summary

- Seasoned Talent Acquisition Leader with 16 years of proven experience in end-to-end recruitment, large-scale hiring programs, and executive searches/ leadership hiring.
- I leverage AI-driven and data-centric recruitment strategies to build high-performing, diverse teams across IT for BFSI, Hitech and emerging tech markets.
- Skilled in data-driven decision-making, DEI strategy, and innovative sourcing (AI platforms, advanced LinkedIn campaigns, hackathons).
- Adept at managing ATS transformations, driving stakeholder engagement, and delivering 80%+ offer-to-acceptance ratios consistently.

Education & Certifications

- Masters in Personnel Management (HR) – Dr. Vikhe Patil Foundation’s CMRD, **Pune University** (2004–2006)
- Specialized TA Certification in Insurance Domain Hiring (2021)
- Completed Manager Development Program with UpGrad 2025
- Pursuing Executive Certificate Program in Advanced Strategic Human Resource Management from **IIM Visakhapatnam** -2025

Awards & Recognitions

- **Surpass Award Nominee** (Synechron, Q2) – Top 5% for closing 50+ niche roles.
- **Performance par Excellence** (Birlasoft, 2014) – Surpassed hiring targets by 20%.
- **Star Achiever** (Birlasoft, multiple years) – Record-breaking joiner ratios and diversity hiring milestones.

Expertise Includes:

- Talent Acquisition & Workforce Planning
- Advanced Recruitment Analytics (Taleo, Turbohire, Oracle HCM)
- Executive & Leadership Hiring
- Diversity & Inclusion Programs
- Employer Branding & Candidate Experience
- Process Optimization & Change Management
- Managed team of 15 individuals.

Professional Experience

Manager

Ascendion – Pune, India

Feb 2024- Present

Scope: Lead end-to-end recruitment for Hi-Tech & BFSI verticals (~40 active requisitions at any time).

Key Responsibilities:

- Implement AI-driven screening (Ascendion GEN AI: AVA Ascendor, ChatGPT) to improve candidate quality and reduce time-to-hire.
- Develop market intelligence reports on skill availability and salary benchmarks, enabling precise forecasting.
- Collaborate with senior stakeholders to refine role requirements, ensuring alignment with business needs.

Achievements:

- Reduced time-to-fill by 15% and increased hiring manager satisfaction by 20% via weekly analytics and streamlined interview processes.
- Adopted an AI-based interview-assist module resulting in a 35% decrease in screening time and a 90%+ candidate satisfaction score.

Skills Stack- GEN AI/ AI Engineer, Data Scientist, Java, .Net, Data Engineering Architect, BI Architect Technical Project Manager etc.

Manager

Zensar Technologies Pune

Jul 2022 – Aug 2023

Scope: Oversaw full-cycle recruitment for technical and leadership roles ; led a team of 12 recruiters.

Key Responsibilities:

- Managed End to End hiring for “Digital Engineering service’ and “Infrastructure” BU .
- Enhanced employer branding through specialized LinkedIn campaigns and campus outreach.
- Standardized interview processes and ATS usage, driving consistent experience for all candidates.

Achievements:

- Maintained a 78% offer-to-acceptance ratio despite niche hiring for new DES BU.
- Integrated Oracle HCM, boosting recruiter efficiency by 30%.

Manager – Recruitment

Dec 2021 – Jun 2022

Accolite Digital

Scope: Managed 50+ BFS roles quarterly with complex skill requirements; 5 direct reports.

Key Responsibilities:

- End to End hiring for BFSI BU
- Aligned quarterly staffing forecasts with business leadership.
- Led the SheCodes D&I program, increasing focus on returning mothers.

Achievements:

- 35% increase in women hires for BFS roles in two quarters through targeted D&I outreach.
- Boosted referral rate by 20% via specialized hackathons, further lowering cost-per-hire.

Manager – HR
Birlasoft India Ltd

Oct 2016 – Dec 2021

Scope: End-to-end recruitment for BFSI and Digital BU; 200+ hires per quarter.

Key Responsibilities:

- Program-led Taleo ATS deployment with 98% recruiter adoption.
- Internal audit to ensure 100% compliance with hiring process.
- Championed formal D&I initiatives (returning mothers, ex-army veterans, PWD).
- Handling Post offer engagement process.
- Employer branding and employee referral campaigns.

Achievements:

- Completed 200+ BFSI hires within 4 months at a 75% offer-to-join ratio.
- Reduced third-party agency reliance by 25%, saving ~15% in annual recruitment costs

Lead Recruitment
Synechron Technologies

Dec 2015 – Oct 2016

Scope: Single point of contact for a 300-person ramp-up project; team of 6 recruiters.

Key Responsibilities:

- Conducted daily stand-ups to tackle bottlenecks, ensuring SLA compliance.
- Maintained robust candidate engagement, reducing offer drop-offs.

Achievements:

- Launched a Tech Talent Hackathon, sourcing 15% of hires from niche coding communities.
- Surpass Award Nominee (Top 5% of employees) for closing 50+ niche roles swiftly.

Sr. Executive - Talent Acquisition
Birlasoft

Aug 2010–Dec 2015

- Full-cycle recruitment for Java, .NET, Testing, ERP (100 open positions at once).
- Introduced a bi-monthly referral drive that doubled referral-based hires and cut costs by 15%.

Executive – Talent Acquisition
WDC Ltd

Feb 2010 – Aug 2010

- Sourced high-volume technical profiles, achieving **95% fill rate** within strict SLAs for Contract and contract to hire roles.

Sr. Consultant -HR
Prasha Solutions

2006–2010

- Handling IT clients and managing end to end delivery.
- Managing recruitment and post offer follow up .