

RUCHI BINOD

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PROFILE SUMMARY

Experienced HR Professional with over 11 years in Human Resources, specializing in Talent Acquisition and HR Administration. Proven track record of managing end-to-end recruitment processes, employee onboarding, HR operations, Employee Engagement and stakeholder management. Adept at balancing strategic planning with hands-on execution in fast-paced corporate environments. Seeking to contribute my skills in an HR Admin capacity to drive operational excellence and employee satisfaction.

CORE COMPETENCIES

- HR Administration & Compliance
- Talent Acquisition & Onboarding
- Employee Engagement & Retention
- Stakeholder & Vendor Management
- Performance Management Support
- Recruitment Operations & Reporting
- HRIS Tools (Workday, SuccessFactors, ICIMS)
- Diversity & Inclusion Initiatives
- Policy Implementation & Process Improvement

PROFESSIONAL EXPERIENCE

Lead, HR- TA & Admin | Acsia Technologies, Bangalore

Jan 2023 – Jul 2024

- Handled dual responsibilities in HR Ops and Talent Acquisition.
- HR SPOC for Bangalore office, managing entire HR & Admin operations.
- Coordinated onboarding, induction, and HR documentation.
- Managed leadership visits, Client Visits and ensured smooth office operations.
- Led a team to meet ramp-up goals.

Full Life Cycle Recruiter | Amazon Development Centre India

Jul 2022 – Dec 2022

- Supported hiring for Prime Video, Prime Music, and Studio teams.
- Coordinated with hiring managers for requirement analysis.
- Maintained candidate pipeline and supported diversity sourcing.
- Ensured compliance with Amazon's hiring standards and metrics.

Talent Acquisition Specialist II | Harman International India

Aug 2016 – Jul 2022

- Recruited across Embedded Automotive and Lifestyle divisions.
- Collaborated with business heads on manpower planning.
- Actively participated in D&I and LGBTQ+ hiring initiatives.
- Trained new recruiters and created onboarding handbooks.
- Recognized for consistently high joining ratios and zero declines.

Principal Consultant | Magna Infotech (now Qess Corp)

Mar 2011 – Oct 2014

- Managed end-to-end hiring for both service and product clients.
- Deployed at Harman International to support embedded hiring.
- Conducted client interaction, reporting, and team mentoring.

ACHIEVEMENTS

- Multiple awards for top performance in hiring targets.
- Designed recruitment handbook to streamline onboarding.
- Achieved zero vendor dependency and high cost-efficiency.
- Recognized for leading high-volume walk-in drives.

EDUCATION

MBA in Human Resource Management

Regional College of Management, BPUT, Odisha – 2010

TECHNICAL TOOLS & PLATFORMS

Workday | SuccessFactors | ICIMS | LinkedIn Recruiter | Naukri | ChatGPT | Perplexity | ATS & HRIS tools

PERSONAL DETAILS

Date of Birth: 28 July 1986

Languages: English, Hindi, Odia, Marathi

Location: Bangalore

Notice Period: Immediate