KARTIK SHARMA

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Human Capital Consultant | Global Talent Strategy | People Analytics |McKinsey Forward '25| Talent Acquisition and Staffing

SUMMARY QUALIFICATIONS

Strategic Human Capital Consultant with 8+ years of experience driving global talent strategies across the US, UK, APAC, and LATAM regions. Proven success in workforce planning, digital recruitment transformation, and stakeholder alignment for Fortune 100 clients in Semiconductor and Electronics sectors. MBA from IIM Kozhikode with strong expertise in people analytics, HR policy consulting, and cross-cultural leadership.

COMPUTER SKILLS/TECHNICAL SKILLS

Power BI | Tableau | Job Diva| Indeed | Monster | Dice| | Mac/PC Systems | Windows | Microsoft Office Suite (Word, Excel, PowerPoint, Outlook)| LinkedIn Recruiter

CORE COMPETENCIES

Workforce Transformation | Human Capital Strategy | Organizational Design & Effectiveness | Strategic Workforce Planning | Change Management | HR Analytics & Insights | Diversity, Equity & Inclusion (DEI) Strategy | Global Talent Management | Stakeholder Management | Business Process Improvement | Employee Experience Design | Talent Acquisition Strategy | Leadership Development | RFP/RFQ Structuring| Digital HR Transformation | Stakeholder Influence | Structured Communication | Cross-Cultural Leadership | Client Advisory | Problem Solving

CONSULTING FRAMEWORKS AND TALENT STRATEGY METHODOLOGIES

MECE Framework | Issue Trees | Root Cause Analysis | Strategic Workforce Planning | Target Operating Model (TOM) | RACI Matrix | Nine-Box Talent Grid | ADKAR Model | Kotter's 8-Step Change Model | Employee Experience Frameworks | Value Chain Analysis | Cost-Benefit Analysis | Design Thinking | OKRs |

PROFESSIONAL EXPERIENCE

Manager- Talent Consulting and Delivery   **US Tech Solutions ⧫ , Noida IN**   **April 2023 – Present**

Manager- staffing, recruiting and talent consulting(Fortune 100 clients – Electronics and Semiconductor

- **Advised Fortune 100 clients** in the semiconductor and electronics industries on global talent strategy, workforce planning, and recruitment optimization across **APAC, NORAM, LATAM, and UK markets.**
- Led strategic workforce engagements to streamline recruitment operations, enhance candidate quality, and reduce time-to-fill by **leveraging data-driven methodologies.**
- Orchestrated delivery across multi-regional recruiting teams, providing performance coaching and aligning team goals to client **SLAs and organizational KPIs.**
- Partnered with business leaders and hiring managers to assess talent gaps, define success profiles, and execute targeted sourcing strategies aligned with long-term organizational goals.
- Instituted candidate evaluation frameworks and feedback loops that improved hiring accuracy and cultural fit across business units.
- Developed and deployed **recruitment performance dashboards** and hiring **funnel analytics** to inform workforce decisions and drive continuous improvement.
- Led hiring initiatives under **client-specific Statements of Work (SOWs),** owning end-to-end recruitment delivery while ensuring compliance with scope, timelines, and performance benchmarks.
- **Collaborated on SOW, RFP, and RFQ** responses, contributing hiring models, rate cards, and talent

delivery frameworks that secured multi-million-dollar staffing engagements.

Team Lead Recruitment,   **US Tech Solutions ♦ Noida IN**   **April 2022 – April 2023**

Managing talent strategy for fortune 100 well known semiconductor client.

- Spearheaded **end-to-end recruitment operations for a flagship Fortune 100 semiconductor client**, aligning staffing plans with evolving business demands and talent forecasts.
- Collaborated cross-functionally with delivery managers and senior stakeholders to operationalize talent strategies and ensure alignment with client objectives.
- Conducted workforce market assessments to identify hiring trends, benchmarking data, and strategic positioning in a competitive talent environment.
- Directed recruiter performance through structured feedback, **SLA** monitoring, and **capacity planning using ATS** and **recruitment analytics tools (JobDiva).**
- Championed best practices in hiring delivery, ensuring client retention and satisfaction through timely execution and consultative support.

Associate Team Lead ,   **US Tech Solutions ♦ Noida, IN**   **May 2021 – March 2022**

Implements talent and client care activities by coordinating and completing all human resources functions

- **Set clear team goals and KPIs**
- Manage end-to-end recruitment process starting from sourcing, ensure attendance of candidate in interview, offer negotiation, timely joining and retention completion.
- **Recruitment, Training & Development of Recruiters.**
- Relationship management with client.
- Learn, explore and adopt the latest modern technology in recruitment.
- Delegate tasks and set project deadlines
- Oversee day-to-day teams' operation and performance
- Communicate with teams about their performance
- Listen to team members' feedback and resolve any issues or conflicts
- Plan and organize team building activities

Senior Recruiter,   **US Tech Solutions ♦**   **Noida, IN**   **June 2017 – May 2021**

Manage the full cycle of recruitment for open positions by utilizing a variety of recruiting tools to hire highly qualified candidates.

- Strategically drive the best processes of profiling and sourcing as well as conducting behavioral-based interviews.
- Select the most appropriate candidates to present to the hiring manager based on required skill sets & qualifications.
- Consult with managers to determine competency requirements and specific job objectives pertinent to the job opening.
- Manage the hiring and onboarding process by preparing paperwork for the new hires in accordance to the law
- **Develop sourcing plans, evaluate resumes, provided staffing augmentation**, and established search strategies.

Electronic Engineer - Intern   **Eco Reco ♦ Mumbai,**   **January 2017 – June 2017**

Basic Electronics, Robotics, Arduino Uno, Raspberry Pi Programming.

- Designing and developing robotic prototypes
- Constructing and configuring robots and robotic systems
- Collaborating with fellow engineers
- Designing **software systems to control robotic systems**
- Providing technical support for robotic systems
- Ensuring that robotic machines operate safely
- Defining problems and **collecting data**
- Conducting research into the performance of robotic systems
- Implementing improvements to increase production
- Reviewing and approving cost estimates and project calculations
- Managing the documentation and record of the development process

EDUCATION

Master of Business Administration (Executive Program)

Indian Institute of Management, Kozhikode, Kerala , April 2025

Coursework: Consulting, Artificial Intelligence for Business, Data Analytics, Talent Management, Strategic Human Resources Management, Business Analytics, Strategic International HRM, Public Policy

Bachelor of Technology in Electronics and Communications Engineering

Guru Nanak Dev University, Amritsar, IN, June 2017

CERTIFICATIONS

- **McKinsey Forward Program (2025 Cohort) – McKinsey & Company**

  Completed a global capability-building program focused on structured problem-solving, stakeholder communication, and agile working.

- Mastering LinkedIn Recruiter Certification
- Power BI Certification
- Business Analysis Foundations
- Introduction to AWS
- Microsoft Excel- Advance

KEY ACHIEVEMENTS

- **Selected Project**: **Global Talent Delivery Optimization – Fortune 100 Semiconductor Client**
- Redesigned recruitment delivery model **across 4 regions** (APAC, EMEA, LATAM, NA), improving time-to-fill by 28%.
- Contributed to $2.5M SOW win by integrating sourcing analytics and rate card modeling into bid response.

GLOBAL TALENT CONSULTING EXPERIENCE

- India
- Malaysia
- Philippines
- USA
- Canada
- Costa Rica
- Mexico
- UK

VALID VISA

- United States of America – B1/B2 – Until September-2033

Linked In

- https://www.linkedin.com/in/kartik-sharma-914013114/