

Archankumar Thathari

Hyderabad, Telangana, 500020

+91 8142412034

Karchan12@gmail.com

<https://www.linkedin.com/in/archankumar-thathari/>

Professional Summary

Strategic and versatile **Technical Recruiter & Talent Leader** with over **10 years of experience** in US & India IT staffing, specializing in **niche technical hiring, bench sales, and full-cycle recruitment**.

Successfully placed candidates in areas such as **AI/ML, DevOps, SAP, Cloud, Java, Data Science**, and more.

Former founder of a boutique staffing firm; experienced in leading teams, managing clients, and delivering results under pressure.

Currently working as a freelance recruiter, open to **full-time or contract roles** in staffing, talent strategy, or delivery.

Professional Experience

Freelance Technical Recruiter | Self-Employed

📍 Remote | Jan 2025 – Present

- Supporting US and Indian staffing firms and startups with **end-to-end recruitment and bench sales**.
- Sourced, screened, and placed consultants in **Data Migration (AWS DMS), SAP, SharePoint, DevOps, and Java** roles.
- Managed outreach, negotiation, and onboarding processes for both C2C and full-time roles.
- Built strong vendor and client pipelines and reduced time-to-fill through improved sourcing tactics.
- Tools used: **LinkedIn Recruiter, Dice, Monster, Naukri, JobDiva, CEIPAL**.
- **Seeking full-time or contract opportunities due to changing client activity and project demand.**

Key Achievements:

- Filled **16+ niche roles** in 3 months.
 - Reduced time-to-hire by **25%** through targeted sourcing.
-

Sr. Manager – Talent Acquisition | Collaborative Infra


📍 Hyderabad | Feb 2022 – Dec 2024

- Built recruitment strategies for full-time and contract hiring across multiple tech verticals.
- Led sourcing, hiring, and onboarding for positions including **Data Scientists, Blockchain Developers, Automation Engineers, DevOps, Dynamics, Business Analysts, Java/.NET Developers**, and more.
- Managed bench consultant placements to maximize utilization across ongoing projects.
- Adapted hiring strategies to meet both US and India market needs.
- Tracked KPIs using ATS analytics to continuously optimize recruitment processes.

Achievements:

- Cut time-to-hire by **30%** with improved recruitment processes.
- Successfully closed urgent and high-skill positions.
- Maintained strong candidate engagement throughout the hiring lifecycle.

Founder & Director – Recruitment & Talent Acquisition | Arck IT Services Pvt Ltd

 India / US Remote Clients | Jul 2015 – Jan 2022

- Founded and scaled a recruitment business servicing clients in **technology, finance, e-commerce, and healthcare** sectors.
- Managed and mentored a team of **15 recruiters**, while maintaining hands-on involvement in sourcing and client relationship management.
- Specialized in niche and hard-to-fill roles across India and US markets.
- Delivered recruitment and staffing solutions to a diverse client portfolio, ranging from **small & medium enterprises (SMEs) to large multinational corporations**.
- Adapted recruitment strategies to meet the unique talent acquisition needs of startups and enterprise clients across multiple industries.
- Focused on **bench sales, direct client hiring, and long-term resource planning** to optimize workforce utilization.

Key Highlights:

- Built and scaled a full offshore delivery team from scratch.
 - Successfully placed **100+ consultants** with consistently high client satisfaction.
 - Established and nurtured strong vendor and client networks, driving repeat business.
-

Earlier Technical Roles (2003–2015)

- **QA Test Lead / Manager (2008–2015):** Led QA teams across domains, managing test strategy, defect lifecycle, and automation (Quick Test Pro, Jira).
 - **SAP ABAP Developer (2003–2007):** Built custom reports, smart forms, BDCs, and enhancements for large SAP deployments.
-

Key Skills & Tools

- Recruitment Strategy & Delivery
 - Bench Sales & Vendor Networking
 - Technical Talent Sourcing (US & India)
 - ATS Tools: JobDiva, CEIPAL, Bullhorn
 - Job Boards: LinkedIn Recruiter, Dice, Monster, Naukri
 - Interview Coordination & Offer Closure
 - Client & Candidate Relationship Management
 - Metrics & KPI Tracking for Recruitment
-

Education

Master of Computer Science
Osmania University | 2003

Certifications

- Generative AI & Talent Acquisition (LinkedIn Learning)
 - LinkedIn Recruiter: AI-Powered Hiring
 - Generative AI in HR & DEI Practices
 - Cybersecurity Awareness for Recruiters
-