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- Have performed in general HR Operations.
- Liaison with different engineering Colleges of West Bengal for campus recruitment.
- Have experience in Recruitment, People engagement, Motivational Management and retention of the employees.

Objective

To work in an organization where I can contribute towards the organization's growth and objectives with my skills as well as would get an opportunity to gain exposure and expertise that would help me to build a promising and successful career. I want to learn new things also. To be a successful team player with hard work, dedication, dynamism, integrity and to gain as much practical knowledge as possible by working in an established company so as to enhance my skills and add value to the organization.

Summary of Experience and Competencies

A competent professional with 7 years of experience into:

- Key Account management
- Marketing(Branding and Promotion) Management
- Team Management
- Sourcing (IT, Non IT)
- Gained experience in managing the recruitment life-cycle for sourcing the best talent from diverse sources after identification of manpower requirements and developing training & development initiatives for quality enhancement.
- Good understanding of recruitment levels (technical & non-technical).
- Handled IT Recruitment activities in for Kolkata region
- Exposed to contemporary recruitment tools like Jobsites (Naukri, Monster & Times job,etc).
- Recruited IT professionals in various technologies.
- Extensive experience in employee relations.
- Taking 360 degree view of an employee in order to direct the management.
- Remarkable ability to influence, communicate and build relationships at all levels
- Handled IT Recruitment activities.
- Exposed to contemporary recruitment tools like Social Media Hiring (FB, Twitter

& LinkedIn)

- Remarkable ability to influence, communicate and build relationships at all levels

Skills Handled

- Java java j2ee, Javascript
- Microsoft Technologies - Asp. Net, .NET, C#, VC++, Visual Basic (VB)
- CSS, Javascript, Bootstrap
- Frameworks like Node, Codeignitor(PHP Web Application Framework)
- Angular js, Ionic js, Vue js, Ios for front end Development.
- MERN AND Full Stack Developer requirement.
- 2d Animation(Illustrator and same like technologies for Character animation.
- QA/Testing - Automated Testing, Manual Testing(Apium for Hybrid Mobile app and Selenium for web testing.

Positions Worked On:

All kind of middle level to high level position i.e.....

- Software Engineer, Sr. Developers, Team Lead, Tech Lead
- Project Leaders, Project Manager
- Quality Analyst, Test Engineer
- Project Managers, Sr. Project Manager, Technical Manager

Education

Education & Certifications

Examination Passed	Name of Board/Council/University	Year of Passing	Percentage
Madhyamik	W.B.B.S.E	2003	64%
Higher Secondary	W.B.C.H.S.E	2005	49%
B.SC	C.U	2008	40 %

M.SC	VU	2010	76 %
MBA	PTU	2014	76 %

Working Experience

Organization : Zreyas Technology Pvt Ltd.
Designation : Program Manager- Talent Acquisition
Team Size : 3
Duration : July 2019 to 10th December 2021

Responsibilities:

- Handling IT - Non IT Recruitment for agile methodology
- Get the JD and specifications from the Team Lead, connect with them and understands the requirement.
- Lisoning with different engineering Colleges for recruitmemt.
- Screening resumes from various sources like searching from different job portals such as Naukri, Monster, Times job, internal database, through feedback from Job Posting, Reference.
- Used LinkedIn for sourcing profiles.
- Responsible supplying the resumes after getting from the recruiters, talk to the candidate.
- Work with the candidate's right from the screening, interview schedule, offer negotiation, offer release, joining formalities and post joining.
- Worked closely with vendors, shared requirements with the vendor and get the suitable profiles for the positions.(Geeks for Geeks, Newtown School, Adiba Infotech)
- Worked closely with Directors and CTO to understand the requirement and set a strategic HR to analyze and fulfill the organizational goal.

Organization : Pathfinder Educational Centre
Designation : Marketing Manager
Team Size : 6
Duration : January 2018 to July 2019

Responsibilities:

- Branding and promotion department. Joined as a Marketing Manager
- Developing new scopes of revenue and to build new opportunities for revenue generations. Market segmentation and placing and with that general office operations. Looking after the ERP.

- Looking after the Administration of the Centre in order to meet the customer satisfaction and to retain the students.
- Reporting to Zonal Manager.

Organization : Pace IIT & Medical
Designation : Senior Counselor cum Admin
Team Size : 4
Duration : May 2017 to December 2017

Responsibilities

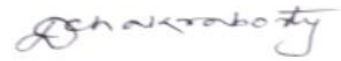
- Looking after the general administration of the institute for smooth running
- Allocating the job detail to the team for better counselling.
- Preparation of Sop for the institute for setting up an ecosystem.
- To work with the director and report to him the daily reports.

Organization : Aakash Educational Services Pvt. Ltd.
Designation : Assistant Relationship Manager and Academic Co-ordinator
Team Size : 2
Duration : June 2014 to May 2017

Responsibilities

- Posted in Malda and looking after the branding and promotion with coordination with Kolkata team under the guidance of Chief Marketing Officer.
- Build up good relation with decision makers.
- Looking after the whole education system of the institute.
- Handling teachers and student.
- Arranging Management Development program
- Looking after the general administration.
- Posted in Kolkata in various centres (North, Central, South) to look after academic operations.
- Looking after the institutional Sales and counsel the guardians and students.

I hereby declare that, the above-furnished information is true to the best of my knowledge.

A handwritten signature in dark ink, appearing to read 'Debabrata Chakraborty', written in a cursive style.

Date:

Place:

(DEBABRATA CHAKRABORTY)