

# Nitin Pawar

SAP Recruiter - Pune, India

W: <http://www.worky.com/nitin-pawar>

- Dynamic and result-oriented individual with 2.5 years of technical recruiting experience, focused in the placement of SAP Professionals (Functional /Technical / Principal/Lead level), .Net Developer/ Architect, Project Manager Etc
- Possess strong technical/business acumen and understanding of technical requirements; deep sourcing skills and experience sourcing passive candidates; excellent candidate assessment skills.
- Possess excellent knowledge of recruiting and hiring processes including sourcing, interviewing, reference checking, tracking, salary negotiations, and closing.
- A resourceful, solution-focused professional with excellent interpersonal and rapport-building skills.
- Responsible, loyal, reliable, and independent worker with high level of enthusiasm and creativity.
- Self-motivated professional who achieves results and has superior ability to coordinate and perform several projects simultaneously

## Nitin Pawar's Professional Experience

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2012 - Present

### **US Staffing firm - US IT Recruiter**

Currently working as US IT Recruiter

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2011 - 2012

### **Delphi Computech Pvt Ltd - Asst. Manager- SAP Resourcing**

- Handling team of 3
  - Resource Planning
  - Recruitment Strategy and Planning
  - Hunting for rare skills from Social / Professional Networking Portals
  - Managing to Conduct Interviews & Recruitment Drives
  - Was responsible for all major recruitments for all positions
  - Identifying different organizations and their major skills
  - Joining formalities of newly joined candidates
  - Was involved in designing Job description of employees
  - Recruitment and retention of high quality team
  - Contribution to the development and implementation of processes for performance management, coaching, development and retention
  - Working with Director level management to ensure a healthy and safe working environment
  - Working with senior management on People Policies and skills management
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Key Skills

Networking, recruitment, Senior Management, strategy

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2011 - 2011

### **United Software Associates Pvt. Ltd. - Executive-Technical Recruitement.**

- Drive the hiring process in a high-volume / time-sensitive environment, working directly with hiring managers and managing candidates through the process to place them on assignments.
- Placed high-end technical professionals in the area of Information Technology Industry in contract and full-time positions.
- Specialized in Software Engineers/Architects (Distributed and Mainframe), Database Architects/Developers/Administrators, Network/System/Security Engineers, Web Developers, Quality Assurance/Test Engineers, Technical Program/Product/Project Managers, Development Managers, and Business Analysts.
- Effectively recruited candidates through Internet research, internal database, cold calling, referrals, networking and other strategies.
- Responsible for checking references, negotiating terms and rates for each project, coordinating the interview process, extending offers, and closing candidates.
- Performed extensive recruiting for Senior Software/Database Developers with heavy focus on technologies such as: C/C++, (Windows & UNIX/Linux), .NET, Java/J2EE, SQL Server, and Oracle.
- Responsible for mentoring and providing on-going training and support for new recruiters and

serve as a resource for learning and navigating senior technical policies and procedures.  
Technologies: .Net, Java, Oracle, ETL, C++, PL/SQL, etc.

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Key Skills architects, engineers, internet, J2EE, Java, Linux, Mainframe, negotiating, Networking, Oracle, PL/SQL, SQL, SQL Server, Unix

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2010 - 2011 **Quantum Integrators Group LLC - Technical IT Recruiter.**

- focused in the placement of SAP Professionals (Functional /Technical / Principal/Lead level), .Net Developer/ Architect, Project Manager Etc
- Used an internal database, Internet sites and referrals to source active and passive candidates for contract, contract-to-perm, and permanent positions.
- Conducted in depth interviews with candidates both in-house and by telephone to determine skills, knowledge, interest, market value, and availability.
- Matched the candidate with appropriate jobs and marketed candidates to the Account Executive responsible for that position.
- Negotiated salaries, checked references, presented verbal offers of employment to selected candidates and completed necessary paperwork after hire.
- Established and maintained professional relationships with candidates.

Technologies: SAP MM, SAP FICO, SAP HR, SAP QM, SAP BI, etc

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Key Skills Architect, internet, project manager, SAP

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**Nitin Pawar's Education and Qualifications**

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2010 **Bachelor/Degree - M.B.A; Dwarkanagar, HR/ FINANCE; Vishakhapatnam  
Vinayaka Mission's Research Foundation - University**

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2008 **Bachelor/Degree - BE, Mechanical  
Amravati University**

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2004 **Bachelor/Degree - HSC, Science  
shivaji highschool Mehkar...**

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**Nitin Pawar's Additional Information**

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**Links**

**Personal Website - <http://www.ni3.co.in>**

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**Interests**

ERP,Tracking, Reading

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**Memberships**

ISTE Member 2004-05, MESA BNCOE Pusad,

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**Awards**

- Member of ISTE.(2004-05)
- Participated in Intra College Debate competition.
- Participated in Business Quiz, BITM Vizag.
- Participated in Paper Presentation at BNCOE Pusad on topic "Dual Clutch system"

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