

RUFUS SOLOMON

Strategic Talent Acquisition | People Manager | GCC & Product Hiring | AI-enabled TA

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🖨 solomonhires.com 📁 github.com/SolomonAIHR/AI-Hiring-Engine-Portfolio



PROFILE SNAPSHOT

Experience 15+ years in TA	Team size 19 direct reports	Annual hires 300–500 per year	Time-to-fill ↓ 30% 45–50 → 32–35 days
Offer acceptance 88%+ team KPI owned	Screening efficiency ↑ 40% ATS & AI automation	Internal fill rate 80%+ senior roles	Stakeholder level VP+ India-US-EMEA-APAC

Geographies

India · US · EMEA · APAC

Hiring functions

Tech — Engineering·Cloud·DevOps·Data
GTM — Sales·Pre-Sales·Customer Success
Non-Tech — Finance·HR·BPS·Operations
Campus — NATS·Graduate·Apprenticeship

ATS & tools

iCIMS·Phenom AI·ADP·Lever
Power BI·Analytics·AI-enabled Hiring

SUMMARY

- People Manager and Senior Talent Acquisition leader with 15+ years building, leading, and developing high-performing recruitment organisations, currently managing a 19-member TA team with full performance management, appraisal, and goal-setting accountability, reporting directly to VP HR.
- A practitioner-first TA leader- personally sources for critical and leadership mandates using Boolean, X-Ray, and passive talent mapping while leading the team. Conducts second-level screening and calibration interviews for leadership roles, maintaining hands-on recruitment credibility across tech, GTM, and senior hiring.
- Owns the complete India and APAC TA operating model- spanning workforce planning, sourcing strategy, intake governance, offer management, hiring manager enablement, campus hiring (NATS & graduate), and executive reporting across India, US, EMEA, and APAC.
- Proven team builder, designed org structure, set individual KPIs, ran mid-year and annual appraisal cycles, managed PIPs, and promoted 3 senior recruiters into lead roles through deliberate succession planning and career development programs.
- AI-fluent TA leader, independently built and deployed a live AI-powered hiring platform (tangoe-screening.vercel.app) using Claude AI. Drives practical AI and automation adoption across sourcing, screening, and recruiter productivity.

CORE COMPETENCIES

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| ◆ People Management & Appraisal Ownership | ◆ TA Operating Model Design | ◆ SLA Governance & Compliance |
| ◆ Team Goal Setting & Performance Management | ◆ Recruiter Capability Building & Coaching | ◆ Succession Planning & Career Development |
| ◆ Strategy & Passive Talent Mapping | ◆ Intake Process & JD Quality Management | ◆ Offer Management & Negotiation |
| ◆ Hiring Manager Enablement & Playbooks | ◆ Campus Hiring, NATS & Graduate Prog. | ◆ Candidate Experience Design |
| ◆ Screening & Competency Assessment | ◆ Market Intelligence & Talent Advisory | ◆ Stakeholder Influence & Challenge |
| ◆ Workforce & Headcount Planning | ◆ TA Analytics & Power BI Dashboards | ◆ AI & Automation Adoption in TA |
| ◆ HRIS / ATS Optimisation | ◆ Diversity & Inclusive Hiring | ◆ Internal Mobility Strategy |

Technology & GTM Hiring

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|--|---|
| ◆ Product Engineering — Full Stack, Microservices, Cloud | ◆ Platform & Cloud Infrastructure — AWS, Azure, GCP |
| ◆ DevOps & Site Reliability Engineering | ◆ Data Engineering & Analytics & AI/ML |
| ◆ GTM — Sales, Pre-Sales & Customer Success | ◆ Finance Shared Services & Operations |

Tools & ATS

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|--------------------------|-----------------------------|
| ◆ iCIMS | ◆ Phenom AI |
| ◆ ADP | ◆ Lever |
| ◆ LinkedIn Recruiter | ◆ Naukri |
| ◆ Boolean & X-Ray Search | ◆ Power BI / Advanced Excel |

KEY ACHIEVEMENTS

- Built, structured, and managed a 19-member recruitment organisation — full people management accountability including appraisals, KPI ownership, PIPs, and succession planning.
- Promoted 3 senior recruiters into lead roles through structured career development conversations, individual growth plans, and deliberate succession pipelines.
- Designed & scaled TA operating model: 300–500 hires/yr across product engineering, GTM, campus, finance, and operations spanning India, US, EMEA, and APAC.
- Reduced time-to-fill by 30% (45–50 → 32–35 days) through Lean Six Sigma process redesign, intake standardisation, sourcing strategy overhaul, and funnel bottleneck elimination.
- Set 88%+ offer acceptance as a team KPI — delivered through compensation benchmarking, pre-close candidate engagement, counter-offer handling, and personal involvement in closing senior mandates.
- Designed and delivered Hiring Manager Playbook and interviewer enablement programs, competency-based interview guides, calibration sessions, and bias-aware feedback frameworks.
- Managed campus hiring including NATS apprenticeship program and graduate hiring, institutional partnerships, compliance coordination, and structured early careers pipeline.
- Personally sources for critical and niche mandates using Boolean search, X-Ray, and passive talent mapping, maintaining hands-on sourcing credibility while leading a 19-member team.
- Advises business leaders on talent market conditions and compensation benchmarks — challenging unrealistic JDs and resetting expectations to improve pipeline quality.
- Drove 80%+ internal fill rate for senior roles through internal mobility frameworks, talent segmentation, and HRBP-aligned succession pipelines.
- Increased screening efficiency by 40% via ATS and AI automation; independently built and deployed AI-powered hiring engine at tangoe-screening.vercel.app.
- Power BI dashboards enabled VP-level stakeholders to reduce requisition review cycles by 25%.

AI & INNOVATION PROJECTS

AI Hiring Engine — *Independent Project* tangoe-screening.vercel.app github.com/SolomonAIHR/AI-Hiring-Engine-Portfolio

- Built a fully functional AI-powered hiring platform from scratch — JD-matched video interviews, automated resume parsing, live proctoring monitoring, and real-time recruiter scoring dashboard. Powered by Claude AI, deployed serverless at zero cost. Demonstrates practical AI fluency, TA product thinking, and automation adoption in a live production environment.

PROFESSIONAL EXPERIENCE

Team Lead — Talent Acquisition | India & APAC | Manager-equivalent Scope

Aug 2021 – Present

Tangoe India Softek Services Pvt Ltd | Bengaluru, India | Direct report to VP HR

- Own the India and APAC TA operating model — governing SLA structure, headcount planning, process standards, and recruiter capacity across product engineering, cloud, DevOps, GTM, finance, and operations functions.
- Full people management accountability for a 19-member team — set individual and team KPIs, ran mid-year and annual appraisal cycles, conducted structured performance reviews with development plans, and managed PIPs for underperforming team members.
- Individually sources for critical and leadership mandates using Boolean, X-Ray, and passive talent mapping — conducts second-level screening and calibration interviews for senior roles before presenting to business leaders.
- Advises hiring managers on talent market conditions, role design, and JD realism — actively challenging unrealistic requirements, resetting hiring timelines, and providing compensation benchmarking to improve offer success.
- Designed multi-channel sourcing strategy combining Boolean search, LinkedIn X-Ray, talent mapping, employee referral programs, and social hiring — improving direct sourcing ratio by 20%+ and reducing agency dependency.
- Standardised intake meeting framework — hiring manager briefing templates, role scorecards, and success criteria alignment before requisition opening. Reduced rework and misaligned offers significantly.
- Built structured offer management framework — compensation benchmarking, pre-close candidate engagement, and counter-offer handling protocols. Personally manages offer conversations for senior mandates. Delivered 88%+ offer acceptance consistently.
- Designed and delivered Hiring Manager Playbook and interviewer enablement programs — competency-based interview guides, structured feedback calibration, and bias-aware practices across all business units.
- Managed campus hiring including NATS apprenticeship program and graduate hiring — institutional partnerships, compliance coordination, and early careers pipeline integrated with workforce plans.
- Embedded DEI hiring practices — diverse slate requirements, bias-aware JD language, structured interview panels, and blind screening for senior roles.
- Designed candidate experience framework — structured communication touchpoints, feedback loops at every funnel stage, and post-offer engagement protocols reducing dropout rate.

- Built proactive talent pipeline frameworks, segmented by function and seniority with passive candidate engagement cadences ensuring pipeline readiness 60–90 days ahead of demand spikes.
- Architected internal mobility framework achieving 80%+ internal fill rate for senior roles through talent segmentation, succession pipelines, and HRBP-aligned career pathing.
- Built Power BI dashboards tracking demand forecasting, hiring velocity, quality-of-hire, and attrition risk — enabling VP-level stakeholders to reduce requisition review cycles by 25%.
- Independently built and deployed AI-powered hiring engine, driving practical AI and automation adoption across sourcing, screening, and recruiter productivity.

Talent Acquisition Consultant

Mar 2020 – Jul 2021

Talent Revelations HR Services | Hyderabad, India

- Managed full-cycle recruitment across IT, finance, and ITES mandates for multiple clients simultaneously — end-to-end sourcing, screening, stakeholder briefings, offer negotiation, and onboarding coordination.
- Built Boolean search libraries and X-Ray sourcing frameworks for client TA teams; advised client HR leaders on intake standardisation and hiring manager enablement.
- Managed vendor relationships and maintained SLA adherence across multiple concurrent client delivery programs.

Manager – Talent Acquisition (RPO, BFSI, ERP)

Aug 2018 – Feb 2020

Siyaton Global Solutions | Bengaluru, India

- Led full-cycle RPO recruitment across BFSI, insurance, ERP, and technology portfolios — personally handling sourcing, screening, and offer management for senior and niche mandates for domestic and US clients.
- **Delivered 200+ hires across 7 industries in 8 months as a solo practitioner** — BFSI, healthcare, insurance, ERP, staffing, product engineering, and non-IT — personally managing end-to-end sourcing, screening, competency assessment, and offer negotiation for every mandate simultaneously.
- Sourced candidates for complex technology and leadership roles using Boolean search, LinkedIn Recruiter, and passive talent mapping — consistently delivering within SLA on hard-to-fill positions.
- Conducted competency-based screening interviews and provided structured candidate assessment reports to client hiring managers; briefed clients on market conditions and realistic compensation bands.
- Implemented Lean Six Sigma process redesign (CBEMG certified) — standardised intake, eliminated funnel inefficiencies, reduced time-to-fill from 45–50 to 32–35 days.

Senior Talent Acquisition Specialist

Mar 2018 – Jul 2018

Symphony Summit | Bengaluru, India

- Delivered full lifecycle technical hiring for engineering and product mandates — managing sourcing, screening, coordination, and offer negotiation independently for domestic and US-based clients.
- Sourced niche technology candidates using Boolean search, GitHub, Stack Overflow, and professional networks for Java, Python, DevOps, and cloud engineering roles; built passive talent pipelines through market mapping.

Assistant Manager – HR & Talent Acquisition

Jun 2007 – Jun 2017

Nuance Communications | Bengaluru, India

- Led high-volume IT and voice hiring for US and UK client expansion — managing 150+ hires/month during rapid scale phases including campus, fresher, and experienced hiring across all levels.
- Ran full recruitment lifecycle independently — sourcing, screening, panel coordination, offer management, and pre-boarding engagement. Conducted competency and behavioural interviews; calibrated assessments against defined hiring standards.
- Built and maintained talent pipelines for recurring mandates; negotiated compensation packages for experienced and leadership hires — balancing candidate expectations with internal structures to minimise dropout.
- Introduced structured referral programs and employer branding initiatives; partnered with operations leadership to forecast hiring demand and align recruitment timelines with ramp schedules.

HR Operations & Training Specialist

Jul 2003 – Jun 2007

Nuance Communications | Bengaluru, India

- Supported end-to-end HR operations for US voice delivery teams — onboarding, documentation, compliance, and workforce administration. Designed and delivered structured quality compliance training programs as process SME.

EDUCATION

Executive MBA — IIBM Institute of Business Management | Strategic HR, Workforce Planning, Organisational Behaviour

2024

Bachelor of Computer Applications — Vinayaka Missions University

2005

Recruitment Funnel Optimisation – Lean Six Sigma — CBEMG

2018

Certification in Project Management — IIBM

2024

Languages: English | Kannada | Telugu | Hindi