

## BALAJI RAMADAS

### Residence Pass - Talent

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Built sustainable and profitable business in two economic regions. International leader demonstrated strong execution in strategic recruitment process, talent acquisition solutions and alongside a proven history of successfully employing best practices that improve efficiency and productivity while reducing operating costs. Delivered 130% impact on budget and throughout the years has been consistent in contributing individual fee results in the top 10% to 15%.

### Professional Summary

Director Of Recruiting with over 18+ years of experience with extensive leadership, training, and managerial experience of ever-increasing scope and responsibilities. Exemplary record in recruiting, training, human resource, project management, process analyst and performance management in Fortune 500 Businesses. I have been instrumental in setting up right successful teams for diverse clients in Asia Pacific region (India, Malaysia, Singapore, Myanmar, Thailand, and Australia).

### Competencies

- Acts to align one's own unit's goals with the strategic direction of the business
- Provides opportunities for people to learn to work together as a team
- Offers support for others' ideas and proposals
- Works cooperatively with others to produce innovative solutions
- Enthusiastic team player who leads by example
- Develops analogies or metaphors to explain a situation
- Thrives in fast paced work settings
- Well documented and reporting work ethic

### Skills

- Strategic intent and execution excellence
- Operations management
- Leadership development
- Managing company budget and finances
- Performance management
- Conflict management
- Workforce planning
- Expert knowledge in different ATS platforms

### Professional Experience

Adecco, Malaysia

February 2022 to till date

Associate Director to Director (1 promotion)

Develops, and manages an ambitious high-performing team of over 30 people. Responsible for developing profitability growth forecasts, P&L analysis, and revenue maximization. Collaborate with global and regional key accounts team to position the brand in the defined geographic locations. I was driving business development and recruitment initiatives for IT - Products and Services, Banking, Finance, HR, Engineering, Sales & Marketing and other functions.

### Accomplishments

- Built sustainable strategies that had impacted high sales in FY 2022.
- Signed global and regional contracts.
- My team members were awarded as the "Top Billers" in the country.

ManpowerGroup, India  
Regional Head  
Talent Acquisition / Program Manager, Vestas

January 2020 to February 2022

P&L responsibility and build, own, nurture a team of 26 people across two regions. Significant focus was in IT - Products and Services and Non-IT Recruitment. Responsible for leading and managing teams of both onsite, and virtual recruiters in day-to-day duties and responsibilities. Delivered talent processes and partnered with TA team and business leaders to understand current issues that can be supported or resolved and liaised with HRBP/line managers to gain insight into the short/mid/long term business needs. Recommended continuous improvement to practices, processes, or policies to advance the TA function and performed all strategic / operational activities in relation to recruitment.

#### **Accomplishments**

- Achieved 130% in FY 2021 - one of the personal best records for this region in India.
- Profitability in two regions averages to the track record of 22.5%.
- My team member was awarded as "Top Recruiter in India".

PersolKelly, Malaysia  
Consulting Manager, Engineering

February 2018 to July 2019

P&L responsibility and managed diverse team of over 8 people. Manage non-performing consultants through the correct and timely application of the improvement process. Conduct meetings including monthly reviews of P&Ls. Achieve QMS Goals and Standards. Achieved zero client and zero candidate complaints.

#### **Accomplishments**

- Coached, mentored the team to evolve as subject matter recruitment experts.
- Advisor for ATS implementation - Bullhorn.
- Significant increase in the top line sales.

GE Inc, Malaysia  
Senior Talent Acquisition Partner

August 2016 to December 2017

Successfully delivered recruitment strategies and execution excellence for EPC, EO, LSTK projects and provided recruitment counsel, guidance to HR business partners, business leaders with specialized / competitive intelligence and research regarding talent development or retention. Led by example having rolled out strategies in social media, employee referral programs, lead generation sources, alumni networks, professional associations, conferences, and events.

#### **Accomplishments**

- On-boarded 110 experienced hires across three different business units - Corporate, Power Business Unit and GGO (Global Growth Organization).
- As part of DEI global strategy, I had delivered key results in building a pipeline of female talent in diverse geographies and delivered results in "Equal Pay for All" across leadership and professional bands.

Hays, Malaysia  
Business Manager

June 2012 to August 2016

Recruitment expert in oil and gas projects - upstream, midstream, downstream and subsea. Signed several contracts and delivered exceptional results in retained executive search assignments. Lead from the front by consistently generating individual fee results in the top 15%.

#### **Accomplishments**

- Top billing business manager in Year 1 & Year 2 - combined total off over MYR 1 million.
- Annual Conference 2014: Top biller of the year & "Most Consistent" in fees category for 2014.
- Annual Conference 2013: Top biller of the year.

Randstad, India and Malaysia

August 2005 to March 2009 (India)

April 2009 to June 2012 (Malaysia)

Associate Consultant - Consultant

Team Integrator (RPO) - Senior Consultant (4 promotions)

Responsible for own financial cost centre and responsible for business development/ identification of leads within directed market sectors. Successfully delivered recruitment strategies for rail projects (recruited more than 25 senior talents) and oil & gas projects (recruited more than 30 mid to senior talents) within hiring schedule.

### **Accomplishments**

- Malaysia : Outstanding Consultant Awards: Q3 of 2010, Q2 of 2011 & Q3 of 2011.
- India: Awarded as Best Employee, nearly thrice.

### **Other working experience**

Futura Polymers, India

November 2003 to February 2005

GET - Instrumentation

Responsible for production activities in both batch and continuous polymer lines, responsible for startup and shut down of the plants. Gained hands on experience in the polymerization process both fibre grade and bottle grade chips. Hands on experience in Siemens PLC Series - S5 90U, S5 95U, S5 135U & Modicon PLC (984 series), Eurotherm Controllers T640, TCS 6382, TCS converters and PMA controllers.

### **Accomplishments**

- Successfully delivered the completion of assigned project works in polymers and preforms units. Chemtex Poly Line 3 Project was presented during the National Symposium in 2003.

### **Professional Development/Training Courses**

Psychometric Assessment, Behavioral Interviews

2005, 2006, 2007

Leadership Training

2008, 2009

User Expert Training in ATS Tools

2009, 2012, 2016, 2018

Compliance and Legal

2005 to 2023

### **Education**

Loyola Institute of Business Administration, India

2006 to 2007

Post-Graduation in Human Resource Management 8.33 / 9.00 CGPA

Bharathidasan University, India

1999 to 2003

B.E. Electronics & Instrumentation Engineering 73%

### **Languages**

English Highly Proficient

Malay Beginner

Tamil Native

Hindi Intermediate