

Harish K L

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[LinkedIn Profile](#)

PROFESSIONAL SUMMARY

Human Resources professional with over two decades of experience in Recruitment, Employee Engagement, Payroll, Compliance, and Team Management. Demonstrated success in delivering strategic value and achieving business objectives in dynamic environments. Expertise spans diverse industries, including technology consulting, software, banking, education, and recruitment consulting.

CORE COMPETENCIES

- **Strategic Recruitment:** Proficient in designing and executing recruitment strategies, encompassing both Fresher and Lateral hiring nationwide. Skilled in organization design, integrated talent management, HR consulting, and employee engagement.
 - **Industry Expertise:** Specialized knowledge across various sectors, including Technology Consulting, Software, Banking, Education, Recruitment Consulting, and Financial Services.
 - **Program Management:** Experienced in driving large-scale programs end-to-end, with a focus on continuous improvement and delivering optimal outcomes.
 - **People Leadership:** Results-oriented leader with a people-centric approach. Proven ability to manage all aspects of Talent Acquisition, from frontline to senior-level hiring. Strong relationship-building skills and adept at fostering rapport with internal and external stakeholders.
 - **Process Optimization:** Proactively identify opportunities for process improvement to enhance productivity and efficiency. Skilled in initiating systems and processes while simplifying work methods.
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PROFESSIONAL EXPERIENCE**Self Employed / Own Firm**

HR Consultant

Mar 2024 - Present

- Providing HR Consulting / Recruitment support to clients across diverse industries, including several educational institutions (universities), Few IT Startups, Hosachiguru, and Talking Lands.

AMC Institutions

Head of Human Resources

Oct 2020 - Mar 2024

- Established the HR function for the group, emphasizing strategic hiring and employee retention.
- Implemented streamlined processes for Recruitment, Performance Management, Talent Assessment, Succession Planning, Attendance, Payroll Management, and Employee Grievances.
- Oversaw HR operations for 400 Full-Time and 100 Contract Staff.

Kelly Services*Freelance Recruitment Consultant***Feb 2018 - Oct 2020**

- Provided recruitment support to clients across diverse industries, including United Breweries, Soroco (IT Firm of Rohan Murthy - Sudha and Narayan Murthy Son), Abbott Healthcare, Bajaj Electricals, Decathlon, Walmart, and KPMG India Services LLP.
- Successfully fulfilled mid-level and senior-level recruitment needs.

Acharya Institutions*Head of Human Resources***Oct 2014 - Feb 2018**

- Managed HR functions for the Acharya Group of Institutions, overseeing 900 Full-Time and 250 Contract Staff.
- Implemented automation of Attendance, Leave Management, Payroll, and other HR tasks.

Larsen and Toubro - Technology Services*Campus Lead***Feb 2012 - Sept 2014**

- Led Campus Recruitment efforts, significantly increasing engineer intake from Tier 1 and Tier 2 colleges.
- Managed end-to-end campus hiring processes, internship programs, onboarding, and documentation.

Standard Chartered Financial Ltd*Resourcing Manager***Jan 2008 - Feb 2012**

- Managed recruitment across four southern states, handling various positions/products for the bank and its subsidiaries. Standard Chartered Bank, Standard Chartered Financial Ltd, Scope International.
- Maintained professional relationships with business heads to understand hiring needs and ensure efficient pre-employment verification processes.

MeritTrac Services Pvt. Ltd*Senior Executive - Operations***Dec 2003 - Oct 2007**

- Spearheaded talent acquisition and assessments for clients in IT, ITES, Banking, and Education sectors.
- Managed recruitment operations for multiple clients, including campus drive planning and execution.

EDUCATION

- **Master of Arts:** Specialization in Public Administration and Human Resource, Annamalai University, 2005
 - **Bachelor of Science:** National College, Bangalore University, 2001
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