

SAI AMRITH

Lead Specialist - Talent Acquisition

Staff / Principal / Lead level Technical Recruiting · Talent Acquisition Operations · AI Recruiting Automation

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TECHNOLOGY STACK

ATS & RECRUITING PLATFORMS

Greenhouse Workday Lever
Taleo LinkedIn Recruiter
Talent Insights Belong AI
Naukri Instahyre

AI & AUTOMATION

Microsoft Copilot Copilot Studio
Generative AI
Prompt Engineering AI Screening
Candidate Scoring
Workflow Automation Lovable
No-Code Build

MICROSOFT ECOSYSTEM

Microsoft 365 SharePoint
Power Platform Power Automate
Power Apps Teams
Excel Analytics

SOURCING & TALENT INTELLIGENCE

Boolean Search Market Mapping
Competitive Intelligence GitHub
Stack Overflow Kaggle
AngelList Recruiting Analytics

CERTIFICATIONS

 **Black Belt Certified Sourcing Ninja**

- Certified Maestro Recruiter – Naukri.com
- Generative AI, Recruiting, and Talent Acquisition – LinkedIn Learning
- Cisco Certified Interviewer – Cisco
- Attracting, Hiring, and Working with Gen Z – LinkedIn
- LinkedIn Recruiter: AI-Powered Talent Acquisition – LinkedIn Learning

PROFESSIONAL SUMMARY

Results-oriented Talent Acquisition Leader and Talent Advisor with over 10+ years of experience across recruitment strategy, talent acquisition operations, technical recruiting, hiring operations and AI recruiting automation. Experienced in proactive talent strategies, passive sourcing for specialized technical roles across global markets, data-led recruitment, hiring-manager partnerships, employer branding, DE&I, candidate experience, offer negotiation and pre-joining conversion. Brings a consultative approach to complex projects and fast-paced stakeholder environments, with hands-on experience in ATS workflows, recruiting analytics, automation and AI-enabled TA solutions.



PG Certificate
Strategic AI in HRM
IIT Roorkee · 2026

IMPACT SNAPSHOT

500+ ENGINEERS HIRED	91%+ JOINING SUCCESS	80% DIVERSITY HIRING	15+ ACTIVE REQS	53 HIRES AT CISCO	4 AI TA BUILDS
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AREAS OF EXPERTISE

Recruitment Strategy & Talent Acquisition Operations Technical Recruiting, DE&I Hiring & Global TA
Full-Cycle Recruitment Greenhouse, Workday, Lever, Taleo & ATS Workflow Management
LinkedIn Recruiter & Talent Insights AI Recruiting Automation, Copilot, Power Platform & SharePoint
Niche Sourcing & Competitive Intelligence Data-Driven Hiring & Reporting
R&D, Cloud, Storage & Semiconductor Hiring Candidate Experience & Engagement
Employer Branding & Social Media Advocacy Offer Negotiation & Pre-Joining Conversion
Mentoring & Capability Building (Coordinators → Sourcers → Sourcing Leads)

AI PRODUCTS, AUTOMATION & DIGITAL PORTFOLIO

Recruit with Roxstein — Talent Intelligence & Recruiting Innovation Portfolio
recruitwithroxstein.lovable.app
Founder · Designer · Builder — conceived, designed and shipped independently
Lovable Generative AI Prompt Engineering No-Code Development UX Design
Recruiting Content Architecture Personal & Employer Branding

AVX Elevatrix — AI-Powered Resume Screening & Candidate Prioritization Framework
Creator · Solution Architect · Talent SME
Microsoft Copilot Prompt Engineering Resume Parsing Logic Candidate Scoring Models
Workflow Routing SharePoint Microsoft 365 Responsible AI

Hire+ — AI-Assisted Recruiting Transformation Initiative
Framework Designer · Recruiting Operations Builder
Copilot AI-Assisted Screening Recruiting Dashboards Talent Insights Hiring Analytics
Structured Evaluation Design

JARVIS — Internal AI-Powered HR & Talent Acquisition Assistant
Concept Creator · Builder · Product Owner
Conversational AI Copilot Studio Knowledge Management SharePoint Knowledge Base
Policy Search Employee Self-Service

AI-Enabled Talent Acquisition Operating System
Vision Architect · Platform Designer
Copilot Power Platform SharePoint Analytics Frameworks Candidate Engagement Automation
Operational Intelligence

Portfolio and AI initiatives designed, built and maintained independently, without dedicated engineering or design support.

AWARDS & RECOGNITION

- Q1 2026 – AppViewX Recognition Award for business impact, Talent Acquisition execution and stakeholder partnership.
- 2026 – Nominated by CHRO Liz Griscom for the AppViewX AI Champions Program to support responsible AI adoption, automation use cases and AI enablement across People and Talent Acquisition teams.
- 2025 – Received AppViewX SPOT Award for contributions to Talent Acquisition execution and business support.
- FY19 – At Your Best Award for hiring excellence across GSS and AirWatch business units.
- FY20 – At Your Best Award for time-to-fill improvement across VMC on AWS and CloudHealth business units.
- FY21 – Collaborator Award for DE&I.
- FY23 – At Your Best Award for outstanding performance.
- 6 At Our Best recognition during tenure at VMware for excellence and collaboration.

EDUCATION



PG Certificate Course in Strategic AI in Human Resource Management
Indian Institute of Technology Roorkee, Department of Management Studies · Oct 2025 – Apr 2026



MBA, Human Resources & Marketing
St. Joseph's College of Engineering, Chennai · 2013 – 2015



Bachelor of Computer Science
Hindustan College of Arts & Science, Coimbatore · 2009 – 2012

MENTORING

- Trained and progressed coordinators into sourcers and sourcers into sourcing leads across recruiting teams.
- Mentors junior recruiters on sourcing craft, stakeholder management and hiring operations as an individual contributor.

CAREER TIMELINE

- AppViewX · 2025 – Present
- Lytx, Inc. · 2024 – 2025
- Cisco · 2022 – 2024
- VMware · 2018 – 2022
- Akamai Technologies · 2017 – 2018
- Oracle · 2016 – 2017
- TEKsystems · 2015 – 2016

PROFESSIONAL EXPERIENCE



AppViewX | Bengaluru / Coimbatore

Lead Specialist - Talent Acquisition | *Enterprise SaaS, Cybersecurity & Product Engineering Hiring*

2025 - Present

HIRING LEADERSHIP & TALENT STRATEGY

- Lead full-cycle technical recruiting across 15+ active and confidential requisitions spanning Engineering, DevOps, Cybersecurity, SRE, QA, AI, Product Marketing, Technical Documentation, Product Management functions supporting AppViewX's machine identity and cybersecurity business.
- Partner with engineering and business leadership in designing hiring strategies, interview frameworks, candidate calibration models and structured evaluation processes across technical and leadership hiring.
- Manage multi-stage hiring processes across recruiter screening, hiring-manager review, technical interviews, leadership rounds, offer approvals and pre-joining engagement, ensuring clear SLAs, stage ownership and candidate movement visibility.
- Built scalable Talent Acquisition Operations including hiring-manager playbooks, interview workflows, funnel governance, SLA frameworks, candidate engagement standards and weekly reporting mechanisms to improve hiring visibility, stage movement and stakeholder alignment.
- Drove specialized cybersecurity and engineering hiring through outbound talent mapping and market intelligence strategies, improving recruiter-to-interview quality and supporting niche hiring across Security Operations, DevOps and Platform Engineering.

RECRUITMENT TECHNOLOGY & AI TRANSFORMATION

- Conceived and proposed AVX Elevatrix, an AI-powered resume screening and candidate prioritization framework designed to automate resume parsing, candidate scoring and intelligent workflow routing while maintaining human oversight and responsible AI principles.
- Designed Hire+, an AI-assisted recruiting transformation initiative focused on reducing time-to-shortlist, improving hiring-manager experience and standardizing candidate evaluation.
- Developed JARVIS, an internal AI-powered HR and Talent Acquisition assistant that provides policy guidance, hiring workflow support, employee self-service capabilities and conversational knowledge access.
- Designed a broader vision for an AI-enabled Talent Acquisition Operating System integrating automation, analytics, recruiting workflows, AI assistants and operational intelligence into a unified platform architecture.

PROCESS EXCELLENCE & BUSINESS IMPACT

- Created and maintained Talent Acquisition knowledge assets, hiring-manager resources, candidate engagement frameworks and operational playbooks to improve hiring consistency across business units.
- Built automation-first recruiting workflows using Microsoft 365, Copilot, SharePoint, Power Platform concepts and AI application builders to reduce manual effort across screening, reporting, scheduling, candidate follow-ups and stakeholder communication.
- Introduced structured candidate reporting, pipeline review mechanisms, hiring-stage tracking, hiring-manager communication models and requisition visibility processes supporting daily/weekly reporting cadence and executive-level hiring reviews.
- Maintain req-level reporting across active pipeline health, candidate stage counts, pending actions, offer status, SLA risks and hiring-manager follow-ups to support measurable recruiting outcomes and leadership visibility.
- Act as a trusted talent advisor to hiring leaders, influencing workforce planning, sourcing strategy, candidate assessment and offer-management decisions across multiple business functions.



Lytx, Inc. | Bengaluru

Talent Acquisition Partner II

Mar 2024 - 2025

- Spearheaded greenfield technical recruitment to set up high-performing teams from inception across Full Stack Development, DevOps, Product Management and Embedded Firmware Engineering, achieving 80% diversity hiring in Full Stack and building a 16-member Product Management team and 7-member Embedded Firmware team.
- Developed comprehensive branding and social-media advocacy strategies to strengthen Lytx's employer presence in India, improving the Glassdoor rating from 3.6 to 4.2.
- Partnered with Talent Acquisition Communications at headquarters to create LinkedIn employer-branding content for India, strengthening hiring-manager enablement, social advocacy and inbound candidate engagement.
- Implemented structured candidate feedback mechanisms and hiring-stage communication practices to improve candidate experience, recruiter follow-through and stakeholder visibility across active requisitions.
- Onboarded the India Diversity Foundation to drive DE&I efforts within India.
- Coached hiring managers in Israel on LinkedIn social-media advocacy, talent-market positioning and hiring visibility to attract specialist engineering and product talent.

FOCUS AREAS

HIRING DOMAINS

- Enterprise SaaS
- Cybersecurity
- DevOps
- SRE
- Platform Engineering
- Full Stack
- Embedded Firmware
- ASIC / Semiconductor
- Cloud & Storage
- QA / SDET
- Product Management
- GTM

OPERATING STRENGTHS

- Stakeholder Partnership
- Workforce Planning
- Funnel Governance
- SLA Frameworks
- Compensation Benchmarking
- Offer Negotiation
- Pre-joining Conversion
- Executive Reporting

SIGNATURE HIGHLIGHTS

- Only Talent Advisor globally at VMware to hire 500 engineers with 91%+ joining success.
- Closed 6 ageing Cisco requisitions open for 600-800 days.
- Built Oracle's ZFS Storage engineering team from scratch.
- Set up SRE, Platforms, SDE, SDET and DevOps teams at Akamai.
- Organised Unstoppable, India's first post-pandemic gender diversity hiring event at Cisco.

PORTFOLIO

- recruitwithroxstein.lovable.app — self-built talent intelligence and recruiting innovation site.



Cisco | Bengaluru

Oct 2022 - Feb 2024

Senior Recruiter | Security Engineering & Semiconductors

- Served as the primary staffing partner for Silicon One Hardware Engineering, managing 18+ stakeholders from hiring managers to VP Engineering while driving technical recruiting strategy, workforce planning and requisition prioritization.
- Successfully hired 24 ASIC Design Engineers and 29 Security, Cloud and UI/UX Engineers within 1.3 years.
- Designed and executed the Boomerang initiative to re-engage alumni and strengthen Cisco's internal talent pipeline.
- Built proactive sourcing, Boolean search, market-mapping and competitive-intelligence strategies to reduce time-to-fill for critical security, cloud, UI/UX and semiconductor engineering roles.
- Organized India's first post-pandemic gender diversity event, Unstoppable, for inclusive hiring branding.
- Embedded employer branding into technical hiring by coaching leaders on social-media advocacy, LinkedIn Recruiter usage and LinkedIn Talent Insights adoption for targeted talent engagement.
- Conducted in-depth competitive mapping for semiconductor hiring across NVIDIA, Intel, Qualcomm, Marvell, Broadcom and Texas Instruments.
- Partnered with hiring managers to develop compelling Employer Value Propositions for semiconductor talent.
- Closed 6 critical, ageing requisitions that were open for 600-800 days, improving hiring velocity for hard-to-fill semiconductor and security engineering roles.



VMware | Bengaluru

Jul 2018 - Oct 2022

Talent Advisor | R&D

- Delivered high-volume technical hiring at scale, successfully hiring 500 engineers across CloudHealth, MAPBU, NSBU and GSS business units within 4.4 years while maintaining a joining success rate above 91%.
- Recognized as the only Talent Advisor globally at VMware to achieve this scale and consistency in closures.
- Designed strategic sourcing, talent-mapping and pipeline frameworks for niche engineering skills including SaaS, Tanzu Kubernetes Grid, Networking, Virtualization, Cloud, Storage and distributed systems hiring.
- Led large-scale hiring events, hackathons and technical contests, strengthening VMware's employer brand.
- Enabled internal TA team progression by mentoring sourcers into recruiter roles and developing strategic sourcers.
- Managed GSS hiring for VMware's VMinclusion Taara programme, increasing female technology participation to over 2,400, with the BU ramping from 740 to over 900 headcounts between 2018 and 2020.
- Led recruitment support for Women Who Code programmes and hackathons.
- Supported Persons with Disabilities hiring projects.
- Participated in the PRIDE POD, contributing to VMware's 2030 vision of workplace inclusion.
- Improved time-to-fill, offer acceptance and hiring conversion outcomes through structured funnel reviews, compensation benchmarking, candidate engagement and hiring-manager follow-ups.
- Led the Hiring Experience Project to improve candidate satisfaction, interview experience and offer acceptance through feedback loops, process governance and recruiter-hiring manager alignment.
- Led compensation benchmarking initiatives for competitive pay mapping across EDA and Cloud roles.
- Successfully executed VMware's largest global virtual hiring drive.

EARLY CAREER IMPACT

- Akamai — built SRE, Platforms, SDE, SDET and DevOps teams for Media, Luna and Marketplace business units.
- Oracle — established the ZFS Storage engineering team from scratch through research-led sourcing.
- TEKsystems — managed full-cycle Microsoft technology hiring across Orange County and Los Angeles.

SOURCING CHANNELS

GitHub Stack Overflow Kaggle
AngelList Dribbble
LinkedIn Recruiter
Boolean Search Database Mining
Peer-Company Mapping

TECHNICAL HIRING SKILLS COVERED

C# .NET ASP.NET MVC
Big Data UI/UX Design DevOps
QA Automation Kubernetes
Networking Virtualization
Distributed Systems

CONTACT

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AKAMAI

Akamai Technologies | Bengaluru

Feb 2017 - Jun 2018

Recruiter - Go-to-Market (GTM) + R&D | *Talent Acquisition*

- Set up key technology teams across Akamai's Media, Luna and Marketplace business units, including full-fledged SRE, Platforms, SDE, SDET and DevOps teams supporting global CDN scale, reliability and customer delivery.
- Partnered with global engineering and business leaders to understand role nuances and build hiring strategies aligned to high-scale media delivery, platform engineering and global customer growth.
- Contributed to hiring engineering teams whose work supported Akamai's CDN infrastructure during Hotstar's VIVO IPL 2018 streaming partnership, where Akamai and Hotstar publicly reported 5.5 million peak concurrent viewers during CSK vs KKR and later 10.3 million concurrent streams during the IPL final.
- Built robust passive talent pipelines for niche commercial and technical roles through Boolean sourcing, market mapping, competitive intelligence and leadership hiring campaigns.
- Conducted leadership sourcing events and organized multiple weekends hiring drives to accelerate closures.
- Adopted the Belong AI recruiting platform early, implementing AI-based recruitment automation, passive candidate engagement and sourcing workflow improvements.
- Supported talent-branding efforts to position Akamai as an employer of choice for GTM, R&D, SRE, DevOps and platform engineering talent across regions.

ORACLE

Oracle | Bengaluru

Jul 2016 - Jan 2017

Recruitment Research Specialist | *Sourcing*

- Specialized in advanced and unconventional sourcing through GitHub, Stack Overflow, Kaggle, AngelList and Dribble to engage high-intent passive technical talent across engineering and product roles.
- Built detailed competitive talent maps, sourcing intelligence and proactive pipelines for niche R&D, Finance, storage, platform and enterprise technology teams.
- Established the entire ZFS Storage engineering team from scratch through focused market mapping, passive sourcing, talent intelligence and sustained candidate engagement.
- Built evergreen technical talent pipelines for hard-to-fill and emerging skill sets across storage, platform engineering, data infrastructure and enterprise technology verticals.
- Mapped the complete Nonstop talent landscape for a 100% fault-tolerant mainframe platform, identifying niche talent pools from HP and adjacent enterprise technology organizations to support future hiring demand.
- Used research-led sourcing, Boolean search, peer-company mapping and candidate segmentation to improve recruiter productivity and build ready pipelines for specialized R&D hiring.



TEKsystems (Allegis Group) | Bengaluru

Sep 2015 - Jul 2016

Technical Recruiter | *Microsoft Client*

- Managed full-cycle technical recruiting for Microsoft technology roles across Orange County and Los Angeles, covering sourcing, screening, candidate engagement, interview coordination, client communication and closure support.
- Specialized in C#, .NET, ASP.NET MVC, Big Data, UI/UX Design, DevOps and QA Automation hiring, using Boolean sourcing, database mining and passive outreach to build qualified technical pipelines.
- Maintained candidate pipeline discipline through screening documentation, hiring-stage updates, follow-up cadence and stakeholder communication for contract and permanent technology hiring.

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