

# PRIYA SINHA RAY

Senior Talent Acquisition Leader • Global Hiring (US, MENA, India) • Team Leadership  
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## PROFESSIONAL SUMMARY

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Senior Talent Acquisition leader with **8 years of full-cycle hiring** across the US, MENA, and India spanning tech and GTM functions. Built and led recruiting teams of up to **6 recruiters**, driving **time-to-hire down 30%**, **cost-per-hire down 75%** (₹19,949 → ₹4,949), and **ATS adoption above 60%** at a high-growth AdTech scale-up. Trusted advisor to C-suite stakeholders on executive search, workforce planning, employer branding, and compensation strategy. Combines structured process rigor with AI-enabled sourcing to scale hiring across distributed, multi-region teams.

## CORE COMPETENCIES

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Full-Cycle Talent Acquisition • Executive & Leadership Hiring • Tech & Non-Tech Hiring • Global Hiring (US, MENA, India) • Stakeholder & Hiring Manager Partnership • Team Leadership & Recruiter Mentoring • Workforce Planning & Headcount Strategy • Vendor & Agency Management • ATS / HRIS Implementation (Freshteam) • AI-Enabled Sourcing Workflows • LinkedIn Recruiter & Boolean Search • Recruitment Analytics & Funnel Metrics • Diversity, Equity & Inclusion Hiring • Compensation Benchmarking & Offer Negotiation • Campus & Early-Careers Programs • Employer Branding & EVP

## PROFESSIONAL EXPERIENCE

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**Co-Founder & Director, Talent Acquisition** | Primakor Jun 2025 – Present

*Boutique TA Consultancy advising clients across US, MENA, and India · Remote*

- Founded and operate a boutique TA consultancy serving international clients across US, MENA, and India; representative mandate includes senior sales-leadership search for a high-growth US digital-marketing firm.
- Lifted qualified-pipeline conversion **45%** and cut time-to-hire **30%** by integrating LinkedIn Recruiter Boolean sourcing with AI-assisted prospecting, resume parsing, and screening automation.
- Advise founders and executives on sourcing strategy, compensation benchmarking, and employer-brand positioning for senior commercial hires.

**Talent Acquisition Partner** | AdOnMo Pvt. Ltd. Jun 2023 – Apr 2025

*AdTech Scale-up · Bengaluru — Tech & GTM hiring at peak volume*

- Led a **team of 6 recruiters** supporting hiring across IT (60%) and GTM / non-tech (40%) at one of India's fastest-growing AdTech companies.
- Slashed **cost-per-hire 75%** (₹19,949 → ₹4,949) through vendor consolidation, in-house headhunting, and sourcing-channel optimization — delivering material annualized savings at peak hiring volume.
- Accelerated the hiring cycle **70%** by spearheading end-to-end HRMS rollout and driving **60%+ ATS adoption** across hiring managers within two quarters.
- Scaled onboarding operations across **18 Indian states**, standardizing documentation, BGV, and Day-1 workflows for a distributed workforce.
- Launched a quarterly **Pulse Survey program** to measure recruiter and new-hire sentiment; used insights to redesign candidate-experience touchpoints and lift recruiter NPS.
- Built campus partnerships with **tier-1 institutions**, seeding early-careers pipelines across product, engineering, and sales.
- Owned **salary benchmarking and offer fitment** for senior IC and manager-level roles in partnership with Finance and Comp & Ben.

## Founding Talent Acquisition Lead | Alchem Synergy

Jan 2022 – Jun 2023

Remote

- Built TA function from zero as founding talent hire — owning sourcing, screening, offer negotiation, onboarding, and exits for executive and high-demand technical roles.
- Filled **70% of open roles within 30 days** across LinkedIn Recruiter, Naukri, Indeed, Shine, and a referral network built from scratch.
- Partnered with founders and hiring managers to translate ambiguous early-stage requirements into structured JDs, interview loops, and competitive compensation bands.
- Owned ATS implementation, candidate-experience standards, and reference / BGV protocols.
- **Concurrent permitted engagements (authorized in writing by Alchem founder):** – **Randstad** — **deployed to Adidas**, Lead Sourcing Specialist, Jan – Jul 2022: Closed **20+ hires** across leadership and business-critical roles for Adidas India. – **Kraftshala** — Assistant Manager, Talent Acquisition, Aug – Dec 2022: Filled **60% of open roles within 30 days**; built weekly hiring dashboards in Freshteam ATS.

## Technical Recruiter | Amanzi Technologies Pvt. Ltd. Jun 2019 – Jan 2022

- Led a **4-person recruiting team** supporting full-cycle hiring across software engineering, biometrics, and product functions for 2.5 years.
- Filled a niche **Biometrics Developer role in 2 weeks** — beating the industry-standard 45-day SLA through targeted industry outreach and active community sourcing.
- Designed and launched the company's **first campus-recruitment program**, building university partnerships and managing internship-to-FTE conversion pipelines.
- Partnered with founders and department heads on **annual compensation planning and headcount forecasting**.
- Built and maintained the candidate CRM; trained new recruiters on sourcing tools, screening rubrics, and compliance.

## HR Executive | NPR Associates & Consultants (SMVA Consultants)

Jan 2018 – Jun 2019

- Managed full-cycle recruitment for client mandates across sourcing, screening, interview coordination, and offer rollout.
- Conducted first-round telephonic interviews and built **screening rubrics** that improved shortlist quality for hiring managers.
- Maintained the candidate master database and produced offer and confirmation letters with **zero compliance errors**.

## EDUCATION

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**MBA, Human Resources Management** | Chitkara University, Chandigarh

Expected 2026

**B.Tech, Computer Science** | Deenbandhu Chhotu Ram University of Science & Technology

2018