

ALTAAF HUSSAIN SHAIK

GLOBAL TALENT ACQUISITION PARTNER | TECHNICAL & BUSINESS HIRING | AI/GENAI RECRUITING

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PROFILE

Global Talent Acquisition professional with 9+ years across India, APAC, EMEA, LATAM and the US. Approximately 60% technical and 40% business/non-technical hiring across broader experience, spanning engineering, product, AI/GenAI, R&D/GCC, leadership, customer success, project/program management, finance, accounting, people/HR and operations. Strong in full-cycle recruitment, talent sourcing, market mapping, stakeholder partnership, interviewer calibration, candidate experience and AI-enabled recruiting.

150+	52	48	92.3%
ABC Fitness employees joined during one-year expansion	ABC Fitness offers in that year	successful joins from those offers	reported ABC Fitness offer acceptance

PROFESSIONAL EXPERIENCE

Lead Talent Recruiter – Global Engineering & GCC | Nov 2024 – Sep 2026

ABC Fitness | Hyderabad

- Founding recruiter supporting a major R&D/GCC expansion; partnered with leadership and hiring managers across India, LATAM, EMEA, APAC and the US.
- Led recruitment processes and operations with 1 Senior and 1 Junior Recruiter across technical, product, leadership and selected business hiring.
- Delivered 52 offers and 48 successful joins in the year; reported offer acceptance: 92.3%. More than 150 employees joined the organization during the one-year expansion.
- Specialized in Lead–Principal engineering hiring across Java, .NET, Golang and Python, plus GenAI roles involving RAG systems, LLMs and diffusion models.
- Used AI-enabled workflows for talent research, sourcing strategy and candidate intelligence with human validation and recruiter judgment.
- Delivered hiring events and executive candidate briefs; supported interviewer calibration and women-focused diversity hiring that helped increase female engineering representation by 35%.

Engineering Recruiter – EMEA & APAC | Oct 2022 – Oct 2024

Bloomberg | Hyderabad / Remote

- Supported technical recruiting across six markets through the Broadway-to-Bloomberg transition.
- Delivered 30+ complex multi-region technical hires with 100% offer acceptance as cited in the recruiting record.
- Built market-mapping insight around talent availability, competition and regional hiring feasibility; maintained candidate engagement through organizational change.

Senior Recruiter | Oct 2022 – Oct 2023

Broadway Technology | Hyderabad

- Established India engineering recruitment capability from scratch and aligned stakeholders across the US, UK and Australia.
- Delivered 48 engineering hires across backend, frontend, C++ and trading-application roles; reduced time-to-hire to about 30 days.

Technical Recruiter | Sep 2021 – Aug 2022

Google India | Hyderabad

- Supported national campus, lateral and engineering hiring across entry-level, intern and senior engineering populations.
- Delivered 45 entry-level engineers, 12 interns and 8 senior engineers; record cites 95–100% offer acceptance.
- Supported One-Day-Offer initiatives, virtual drives, diversity recruiting and interviewer calibration.

PROFESSIONAL EXPERIENCE — CONTINUED

Talent Acquisition Advisor | Dec 2019 – Jul 2021

OpenText | Hyderabad

- Managed full-cycle technical and business recruitment, partnering with hiring managers on sourcing strategy, job descriptions and interview processes.
- Record cites approximately 48 offers per quarter with 84% acceptance and turnaround of 12 days for generic roles and 30 days for niche roles.
- Used passive sourcing, candidate engagement and employer-brand support; record cites a 35% increase in referral hiring.

Technical Recruiter | Jun 2017 – Nov 2019

ObjectWin Technology | Bangalore

- Delivered 280+ hires across technical and business roles for global clients while managing approximately 20–30 concurrent requisitions.
- Built passive pipelines using LinkedIn Recruiter, Naukri and other sourcing channels; supported interviewer calibration and candidate engagement.
- Recognized as a best performer for recruiting delivery and productivity.

CORE CAPABILITIES

Global Talent Acquisition	Technical & Product Recruiting	Business & Leadership Hiring
Talent Sourcing & Market Mapping	Stakeholder / Hiring Manager Partnership	Interview Calibration
Candidate Experience & Offer Management	R&D; / GCC Scaling	AI-Enabled Recruiting

TOOLS & TECHNOLOGY

ATS: Workday, Lever, Avature, gHire, HIRE | **Sourcing:** LinkedIn Recruiter, Naukri, Foundit, Indeed, GitHub, Stack Overflow, Kaggle

Scheduling / Assessment: GoodTime.io, HackerRank, iMocha | **Productivity:** Excel, PowerPoint, Word, Outlook

AI & Recruiting: AI-assisted sourcing, talent intelligence, candidate research and AI-enabled recruiting workflows

EDUCATION

B.S. Electrical & Electronics Engineering · Lakireddy Bali Reddy College of Engineering (Autonomous), India · Apr 2013 – May 2017

CERTIFICATIONS & LEARNING

- LinkedIn Recruiter: AI-Powered Talent Acquisition — Oct 2026
- Jumpstart Your Success with LinkedIn Recruiter — Sep 2026
- Naukri Gulf – Advanced Recruiter Certification — Nov 2025 to Nov 2027
- Diversity Recruiting; Diverse Talent in Recruiting and Hiring; Generative AI, Recruiting, and Talent Acquisition — Nov 2023
- Social Recruiting for Recruiters; Diploma in Human Resources — Sep 2020
- Workday HCM Training — Jun 2020

PORTFOLIO

Connect with Altaaf — global Talent Acquisition casebook. Free Cloudflare Pages deployment planned; public URL will be added after deployment.