

RAMANDEEP GILL

Head of Technical Recruitment & Talent | AI-Native Talent Leadership for Enterprise Technology

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400+ hires, 150+ closed personally • Time-to-fill cut from 52 to 29 days • 17% margin improvement YoY • 18 months, zero fraudulent-candidate incidents • Secured Anthropic partnership • Built a Workato Partner of the Year 2025 practice from zero

SUMMARY

Head of Technical Recruitment and Talent who builds the hiring engines behind enterprise transformation programs at Cisco, eBay, Lucid Motors, and DaVita. Rose from hands-on recruiter to leading DynPro's 15-person recruiting organization while remaining one of its top individual contributors: 400+ hires delivered over five years, 150+ closed personally. Trusted advisor to the founders and CEO on a 20-member senior leadership team, with scope spanning client programs, practice build-outs, site leadership, and an expanding sales and GTM remit. Carries an AI edge rare in talent leadership: secured DynPro's Anthropic partnership, drove enterprise AI adoption, and built AI recruiting tools now in daily production use.

CORE STRENGTHS

Recruiting organization leadership (player-coach) • Full lifecycle recruiting for client and corporate roles • Enterprise client program delivery • Executive advisory and org strategy • AI adoption and recruiting automation • Practice building from zero • Partner ecosystems (Anthropic, Salesforce, Snowflake, Workato) • Hiring domains: AI/GenAI/ML, Data Engineering, Salesforce, SAP, ERP, Cloud, Integration/iPaaS, Business Systems, Finance Systems, Enterprise Architecture, Product/PMO, EDI and Order-to-Cash, Agentic AI/MCP

PROFESSIONAL EXPERIENCE

DynPro

Jan 2020 - Present

Head of Technical Recruitment / Talent

Progression: Technical Recruiter, Lead Recruiter, Senior Technical Manager, Head of Technical Recruitment / Talent. Reported to founders and CEO throughout; currently report directly to a founder.

Recruiting Leadership and Delivery

- Lead the full recruiting organization (~15 people), scaled from an initial team of 6-7, while continuing to rank among the top individual contributors; delivered **400+ hires** over five years, **150+ closed personally**, across client and internal roles.
- Reduced time-to-fill from **52 to 29 days** by enforcing a 24-hour resume SLA, sharpening sourcing focus, and tightening recruiter operating cadence.
- Improved placement margin by **17% year over year** by tightening vendor terms and enforcing stronger quality gates.
- Power the recruiting engine behind DynPro's contingent staffing practice: **under 2% consultant attrition**, **1 to 2 week time-to-fill**, and an **85%+ first-time match rate** across 50+ clients; a Fortune 200 client credited the team with **\$90M in savings** on its SAP transformation.
- Built and rolled out a no-proxy screening playbook (red-flag checks, live-coding validation, IP verification), contributing to 18 months with **zero fraudulent-candidate incidents**.
- Own full lifecycle recruiting on key searches: intake meetings and requirement calibration with hiring managers, sourcing strategy, technical screening, client interview coordination, offer negotiation, and onboarding.
- Run the same end to end model for corporate hiring across Engineering, GTM, Sales, Marketing, Finance, and Technology, partnering directly with internal department heads on headcount plans and role design.
- Bridge Sales, clients, hiring managers, and recruiting teams; collaborate daily with Marketing, Finance, Immigration, Legal, IT, and Enterprise Architecture.
- Recovered a major enterprise client after a competing vendor supplied fraudulent consultants, reorganizing recruiting capacity and delivering vetted replacements within weeks to protect the client's go-live.
- Built DynPro's Workato recruiting practice from scratch, hiring architects, developers, business analysts, and project and delivery managers; the practice won **Workato Partner of the Year 2025** and **Emerging Team of the Year**.
- Developed people and process: promoted multiple recruiters into Team Lead and Manager roles, hired and ramped fresh graduates, built the recruiter onboarding program (technology, US immigration, US tax terminology, recruiting process).
- Member of the ~20-person senior leadership team advising the CEO and founders on company strategy, account management, and organizational planning; also serve as Head of a company office covering site leadership, HR coordination, administration, culture, and operations.

Client Impact

- **Cisco:** Staffed a **\$4-5M** SaaS and digital transformation engagement (~20-25 consultants) spanning Salesforce transformation, acquisition integration (AppDynamics, Duo Security, Umbrella), and monolithic to cloud-native modernization.
- **eBay:** Supported the Finance Transformation organization with hiring across business systems, BI, financial planning, Salesforce, integrations, AI adoption, and data modernization and migration.
- **Lucid Motors:** Leading talent strategy for an enterprise Services Transformation program, hiring across SAP, application development, and Salesforce; staffed the SOC and security team and delivered major PMO team hiring.
- **DaVita:** Built the Palantir Foundry hiring team and staffed senior FTEs; delivered extensive AI/ML and MLOps hiring plus BPM hiring across Camunda and ODM (business rules and process automation).
- **McCarthy Tire:** Staffing forward-deployed engineering for an AI readiness and integration modernization program.
- Additional strategic engagements with Lenovo (Shared Services Transformation), Airbnb (product management hiring), GitHub, NVIDIA, Microsoft, and DocuSign across enterprise hiring and implementation support.

AI, Analytics and Internal Innovation

- Championed AI transformation as an early ChatGPT and Claude adopter: worked with the internal AI Transformation Office, secured enterprise AI licensing, and drove AI adoption across the recruiting organization.
- Built AI solutions including a Hiring Brief Generator, Margin Calculator, job description tooling, ATS-assisted workflows, and recruiting automation, integrated into Outlook and the Microsoft ecosystem.
- Executive sponsor for internal innovation projects, including DynPro Brain (an internal capability intelligence platform) and Project Polaris.
- Built a large internal technology taxonomy covering ERP, SAP, finance systems, CRM, and enterprise applications; hands-on with APIs, AI deployment, and low-code tooling.
- Implemented recruiting analytics across the funnel: time to submit, time to fill, time to interview, time to hire, and time to onboard.

Sales and GTM (expanded scope, 2026 - Present)

- Recently began supporting sales and GTM alongside talent leadership: secured DynPro's Anthropic partnership and supporting the path toward Select Partner status.
- Manage partner ecosystem operations across the Salesforce Partner Portal, Snowflake Partner Network, and Workato partner portal, covering certifications, compliance, and customer success project submissions.
- Collaborate with Workato Account Executives on joint GTM motions, created the Account Planning Strategy, and support channel partnership development.

Alpha Net

Apr 2016 - Jan 2020

Senior Business Manager

Progression: Technical Recruiter, Lead Recruiter, Senior Business Manager with office and site operations responsibility.

- Opened the Capgemini account through direct business development and grew it to approximately **\$3M in annual revenue**.
- Helped establish Alpha Net's Singapore office: office setup, first recruiting team build-out, and immigration and operational foundations.

Client Impact

- **Sony PlayStation and NVIDIA:** Delivered recruiting for large Adobe Experience Manager (AEM) implementations.
- **Meta / Capgemini:** Supported enterprise technology hiring across DevOps, cloud, digital, product, and enterprise applications.

Damcosoft

Jan 2013 - Apr 2016

Technical Recruitment Lead

- Sold recruiting solutions to direct and VMS clients; introduced metric dashboards that improved recruiter discipline.

Noviya Systems

Jun 2011 - Jan 2013

Technical Recruiter

- Handled technical recruiting and sourcing for US-focused IT roles, building the foundation for later leadership responsibilities.

CERTIFICATIONS AND LEARNING

Workato Automation Pro (Levels 1 & 2) • AWS Cloud Practitioner • Databricks Associate Developer for Apache Spark • dbt Fundamentals • Snowflake and Anthropic partner training • Bachelor's in Computer Science

SELECTED CLIENT ENVIRONMENTS

Cisco, eBay, Lucid Motors, DaVita, Airbnb, GitHub, NVIDIA, Microsoft, DocuSign, Lenovo, McCarthy Tire, Google, Palo Alto Networks, Databricks, Snowflake, Oak Street Health, Sony PlayStation, Meta, and Capgemini.