

SHANTANU GHUGE

Senior Technical Recruiter | Global Talent Acquisition | AI Recruiting

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PROFESSIONAL SUMMARY

Senior Technical Recruiter with 5+ years of experience helping AI startups, SaaS companies, and remote-first technology organizations build high-performing engineering teams across the US, UK, Europe, APAC, and India. Experienced in full-cycle recruitment, stakeholder management, recruitment operations, AI-assisted sourcing, and technical hiring across Backend, AI/ML, Cloud, DevOps, Data, Product, and Mobile domains. Passionate about improving hiring efficiency through structured recruitment processes, AI-powered workflows, and automation. Built AI recruitment products including NEOMatch ATS to streamline candidate management, hiring operations, and recruiter productivity.

CORE SKILLS

Recruitment: End-to-End Hiring, Full-Cycle Recruitment, High-Volume Hiring, Senior and Niche Roles, Contract and Permanent Hiring

Specialisation: Remote and Global Hiring, US and UK Staffing, APAC Hiring (PST/EST), Stakeholder Management, Client Coordination, Offer Negotiation

Sourcing: LinkedIn Recruiter, Advanced Boolean Search, Passive Candidate Sourcing, Headhunting, Talent Mapping, Job Boards (Naukri, Indeed)

Assessment: Technical Interview Coordination and Evaluation, Custom Technical Assignments, Online Screening, Candidate Shortlisting

Tools: LinkedIn Recruiter, Greenhouse, ATS Platforms (Greenhouse, Workable), Excel and Spreadsheet Tracking, MS Office Suite

Tech Roles Hired For: AI/ML, Full-Stack, Frontend, Backend, Java, Blockchain, Golang, DevOps, Cloud Engineers (AWS/GCP/Azure), QA/Automation, Data Engineers, Data Scientists, Data Analysts, Mobile Developers (iOS/Android), Swift, Elixir, Svelte.js, Salesforce, Tableau/Power BI, UI Developers, Figma Designers

Additional: High-Volume Hiring, Pipeline Management, Client Handling, Recruitment Operations

PROFESSIONAL EXPERIENCE

Talent Acquisition & Business Operations, **Troveez Networks**

Mar 2025 – Present

- Owned the entire recruitment function for an early-stage tech startup, partnering directly with founders on hiring priorities and workforce planning
- Built and scaled recruitment processes in a zero-to-one environment, establishing structured sourcing, screening, and interview frameworks
- Built NEOMatch, an AI-powered Applicant Tracking System (ATS) focused on candidate management, workflow automation, and recruitment operations.
- Designed AI-assisted recruitment workflows using ChatGPT, Claude, and modern AI tools to improve sourcing efficiency and recruiter productivity.
- Supported recruitment operations, AI product initiatives, and internal process improvement within an early-stage technology startup.
- Led hiring across engineering, product, operations, and business functions in a fast-paced, resource-constrained environment
- Conducted and coordinated technical interviews, including designing custom assessments to improve candidate quality
- Maintained structured candidate pipelines using ATS and spreadsheets, ensuring clear visibility and reporting to founders
- Built and managed remote hiring pipelines, including contractor hiring and contract-to-full-time conversions

Senior IT Recruiter, **Quantal AI**

Jun 2022 – Mar 2025

- Delivered end-to-end technical recruitment for global, remote-first companies, with a strong focus on US and UK staffing, hiring developers and engineers across multiple tech stacks and international markets
- Partnered directly with US and UK-based clients and hiring managers, owning requirements end-to-end and acting as a single point of contact throughout the hiring process
- Reduced time-to-hire by 25% through structured screening frameworks, proactive communication, and continuous process optimisation
- Achieved a 90% placement success rate by accurately assessing technical skills, experience, and cultural fit across all levels of seniority
- Closed senior and niche roles including AI/ML Engineers, Blockchain Developers, Golang Engineers, Full-Stack Developers, DevOps and Cloud Engineers, QA Engineers, Data Scientists, Mobile Developers, Salesforce Specialists, and BI/Analytics professionals
- Conducted and coordinated technical interviews depending on the role, and administered custom technical assignments for early candidate screening and better shortlisting
- Managed candidate pipelines using ATS platforms and Excel-based tracking sheets, maintaining up-to-date records, status reports, and MIS dashboards for client reporting
- Utilised LinkedIn Recruiter, Resdex, and targeted Boolean sourcing strategies to improve pipeline quality and efficiency

Talent Acquisition Specialist, **Reliance Industries**

Jan 2021 – Jun 2022

- Executed large-scale hiring strategies to support business growth through timely and efficient talent acquisition across multiple verticals
- Managed employee relations and coordinated between HR, operations, and leadership teams to ensure a smooth hiring process
- Managed end-to-end recruitment including sourcing, screening, interview coordination, and offer rollout for diverse roles
- Collaborated closely with HR, operations, and leadership teams to understand workforce needs and ensure timely hiring delivery
- Supported high-volume hiring across multiple roles, ensuring timely closures within defined timelines

EDUCATION

Bachelor of Engineering – Information Technology

Jun 2019 – May 2022

Mumbai University

Diploma – Computer Engineering

Sep 2016 – May 2019

Vidyalankar Polytechnic, Mumbai

CERTIFICATIONS

Technical Recruiting HRCI via LinkedIn Learning	<i>Mar 2026</i>
Diversity Recruiting HRCI via LinkedIn Learning	<i>Mar 2026</i>
Align Recruiting with Job Requirements SHRM via LinkedIn Learning	<i>Mar 2026</i>
LinkedIn Recruiter: AI-Powered Talent Acquisition LinkedIn Learning	<i>Mar 2026</i>
Generative AI, Recruiting, and Talent Acquisition LinkedIn Learning	<i>Mar 2026</i>
Leveraging Agentic AI in HR SHRM	<i>April 2026</i>
Employer Branding to Attract Talent SHRM	<i>April 2026</i>
Harnessing AI in the Recruiting Lifecycle SHRM	<i>April 2026</i>
Optimizing Your Candidate Outreach Strategy LinkedIn Learning	<i>April 2026</i>