ADARSH V. N.

SUMMARY

18+ years of experience building and scaling high-performing recruiting organizations across Fintech, SaaS, Gaming, and Consumer Internet companies, with exposure to HR functions and organizational development. Experience in leading and managing 50+ member recruitment teams across in-house talent and RPO partners, while partnering closely with HR, Finance, and business leaders to drive integrated workforce planning, people strategy, and organizational effectiveness. Proven expertise in working with founders and C-suite leaders to drive hiring strategy, talent frameworks, and scalable organizational growth across technology, product, GTM, and executive roles in India and global markets.

KEY ACHIEVEMENTS

10x Company Growth

Scaled Zeta's headcount from 500 to 5,000+ across global Engineering, Product, Data, and GTM functions

Agency Dependency Reduction

Led team to reduce agency dependency to under 10% through internal capabilities.

Sourcing Efficiency Improvement

Built a 1,000+ member passive talent network, cutting sourcing lead times by 30%.

Rapid Organisational Scaling

Scaled Zeta from 500 to 1,500+ and PhonePe from 1,000 to 1,900+, each within a 12-month window

Diversity Hiring

Increased workforce diversity ratio from 14% to 27%.

AWARDS

Outstanding Performance Award

Zeta

Awarded by APAC CEO, Global CTO, and Co-founder

Global Talent Acquisition & Workforce Strategy Leader

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EXPERIENCE

Head of Talent Acquisition — 2021 - Present

Zeta . Titan . Radix — Bengaluru, India

- Leading Talent Acquisition practice for Zeta, Titan & Radix and scaled Tech, Product & GTM hiring
- Scaled the talent acquisition engine that enabled Zeta's growth from 500 to 5,000+ employees across engineering, product, design, data, and GTM teams
- Partnered with founders, executive leadership, and Finance teams on workforce planning, hiring strategy, and organisational scaling initiatives
- Led executive hiring across CEO, VP, Director, and senior leadership mandates across technology and business functions
- Established and scaled end-to-end TA operations, defining processes, workflows, SLAs, governance mechanisms, and operating frameworks to drive consistent and scalable hiring delivery
- Transformed the sourcing model, reducing external agency dependency to under 10% through direct sourcing, talent mapping, and internal leadership pipeline capabilities
- Architected TA dashboards and reporting frameworks to track key talent acquisition metrics, enabling data-driven insights, performance monitoring, and hiring decisions
- Implemented structured hiring frameworks, including interview panels, scorecards, and evaluation mechanisms, strengthening hiring quality and candidate experience
- Built a 1,000+ member passive talent ecosystem, reducing sourcing lead times for critical roles by ~30%
- Launched nationwide early-career hiring programs aligned with the talent strategy, targeting top campuses to build sustainable entry-level engineering pipelines across key disciplines
- Partnered cross-functionally with HR, F&A, REW, IT, and Procurement to drive integrated workforce forecasting and headcount planning
- Continuously evolved hiring strategies in response to organizational priorities and business pivots, ensuring talent pipelines remained aligned with changing business needs

Head of Talent Acquisition — 2019 - 2020

PhonePe — Bengaluru

- Led talent acquisition during a rapid growth phase, scaling the organization from 1,000 to 1,900+ employees within 12 months
- Built the TA operating model from the ground up, including hiring processes, reporting frameworks, stakeholder governance, and delivery metrics
- Partnered with cross-functional leadership across HR, F&A, REW, IT, and Procurement to align real-time business forecasting with agile headcount budgeting
- Reduced time-to-fill for critical engineering and product roles by 25% through interviewer calibration and data-driven hiring practices
- Launched campus hiring programs across top institutes to build a sustainable early talent pipeline
- Implemented real-time hiring dashboards that improved pipeline visibility, forecasting, and hiring predictability

Head of Talent Acquisition — 2017 - 2019

Moonfrog Labs — Bengaluru

- Scaled hiring across gaming, engineering, and product functions while maintaining a 70%+ direct sourcing model
- Solved niche hiring challenges across the US, UK, and Chile, successfully relocating specialised talent to India
- Delivered market intelligence and compensation insights to founders, influencing hiring strategy and workforce planning decisions

AWARDS

Global Green Beret Award

Zynga Games (Global)

First recruitment team globally to win this award

KEY PROJECTS

Strategic Talent Mapping & Geographic Market Intelligence

Mapped India/US tech talent density to blueprint new regional offices, while pivoting campus hiring to a Tier-2/3 intern model to build a sustainable, high-volume FTE conversion pipeline

AI & Automation

- Deployed AI semantic search tools to instantly score and rank inbound applications based on transferable skills and contextual experience, eliminating keyword-matching limitations and cutting initial screening time by over 50%
- Automated the internal referral loop by triggering real-time milestone updates to employees as their referred candidates advanced through the ATS.
- Embedded automated webhooks to trigger candidate NPS and hiring manager CSAT surveys at key touchpoints (e.g., post-interview, post-offer).
- Built automated data extraction pipelines to compile and deliver monthly and quarterly recruiter report cards tracking SLAs and pipeline health.

TA Excellence Framework & Process Optimization

Institutionalized TA Playbook and centralized repositories (JDs/IPDs/JRDs)

Analytics & Dashboarding

Built live talent and recruitment dashboards across Metabase, Looker Studio, and Power BI to drive real-time hiring analytics

Recruitment Operations & Experience Management

Optimized recruitment operations by streamlining BGV and onboarding pipelines to elevate hiring manager CSAT and candidate NPS

EXPERIENCE

Co-Founder - People & Product
2016 - 2018

Urbanjobs.in — Bengaluru

- Led product strategy, hiring, and enterprise client acquisition while building expertise in recruitment systems and hiring automation
- Applied data-driven recruitment methodologies to build and train talent intelligence systems using multi-source candidate data
- Established sourcing and validation frameworks that significantly improved recommendation accuracy
- Enabled identification of top 1% active and passive talent across target market
- Onboarded clients to check the validity of the platform

Head of Recruitment
2015 - 2016

GSN Games — Bengaluru

- Built the India talent acquisition function from the ground up, including hiring processes, recruiter capability building, and employer branding initiatives
- Closed multiple leadership hires including Country Head, Engineering Head, Studio Head, and Analytics Head roles

Head, HR & Recruitment
2014 - 2015

HackerRank — Bengaluru

- Built the HR and recruitment functions during an early-stage growth phase, partnering closely with founders on hiring strategy and organisation building
- Set up HR processes: pay structures, performance management, payroll, compliance, and engagement

Lead / Principal Recruiter
2011 - 2014

Zynga Games India — Bengaluru

- Managed hiring across technology, product, and creative functions during a rapid growth phase
- Built a recruitment analytics dashboard later adopted across Zynga's international talent teams

Sr. Executive - Talent Acquisition
2008 - 2011

Yahoo! SDC India — Bengaluru

- Managed technology and business hiring across multiple product divisions and campus programs
- Received multiple spot awards for consistently delivering against aggressive hiring goals

Recruiter
2006 - 2008

Optimum InfoSystems — Bangalore

- Managed full-time and contract hiring across technology and business functions
- Selected for a specialised deployment supporting SAP hiring for Philips Innovation Campus

EDUCATION

Bachelor Of Engineering – Information Science & Engineering
2005

Visvesvaraya Technological University — India