

# Sony Choudhury

## Associate CIPD

Talent Acquisition Expert | HR Generalist | Talent Management & Development | HR Operations | Middle East, Turkey & India

Dubai / United Arab Emirates

Mobile +971 522238155

Email [sonychoudhury@gmail.com](mailto:sonychoudhury@gmail.com)

LinkedIn [Sony LinkedIn](#)

Marital Status: Married

Nationality: India

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- CIPD Level 5 (Completed) Management Diploma, August 2020
  - Post Graduate Diploma in Media Management, 2006
  - BSc/BA (Hons) in English, India, 2004
  - English (Excellent)
  - Advanced use of various ERP Systems and MS Office Applications
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An articulate and exceptionally talented senior HR professional, with a specialist focus on talent acquisition and talent management having spent the last 9 years working within the talent function of one of the world's leading medical companies across the Middle East, KSA, Turkey and India regions.

Throughout a career spanning more than 10 years, Sony can offer extensive hands on experience across HR operations, talent acquisition and development, designing, developing, and implementing HR policies and procedures, HR transformation projects as well as reviewing and redefining organizational vision and culture strategy.

With excellent communication and robust team management skills, Sony is able to effectively manage internal and external stakeholders at all levels while aligning teams to strive towards a common goal.

Sony is a highly capable all round HR generalist with strong regional experience and someone who is able to add significant value within an HR function for any talent acquisition or development, HR generalist or HR project position.

**Talent Acquisition**  
HR Strategy & Planning  
Change/Project Management  
Excellent Communication

**Talent Development & Management**  
Re-organizational Change Agent  
Human Capital Expert  
Stakeholder Management

**HR Generalist Experience**  
Operational Improvements  
HR Transformation  
ME, Turkey & India Regions

### PROFESSIONAL HISTORY

**Smith & Nephew, Dubai UAE**  
**Various Positions Held**  
**November 2011 – September 2019**

[www.smith-nephew.com](http://www.smith-nephew.com)

Smith & Nephew is a leading portfolio medical technology company.

**HRBP/ Talent Acquisition COE, Middle East, Saudi Arabia, Turkey & India**  
**May 2016 – September 2019**

**Managed all gamut of HR.**

- Managed performance management cycle for mid-year and annual reviews including goal setting for my team members. Participated in calibration of employees for annual reviews. Was responsible for guiding the Hiring Managers on generating increment and bonus letters through workday.
- Worked with the compensation team on the global grading system process and job mapping of employees.

- Responsible for providing the compensation team with market data of salaries of candidates for new roles within the company. Providing compensation data to Finance team for payroll and exit employees.
- Participated and facilitated in talent management initiatives like coaching and mentoring program, continuous learning journey for employees within the geographic scope, new onboarding process, elevate program for female leaders, talent review process.
- Drive engagement and cooperation in the organization by action planning. Was part of the Great Place to Work Committee team where I was responsible for driving employee engagement initiatives.
- Worked with Business Heads and Line Managers on Performance Improvement Plan.
- Manage senior stakeholders and develop strong partnerships with hiring managers and senior Leadership team.
- Lead end to end sourcing and support candidate management for executive recruiting, including external talent mapping, talent pipeline management, external market research, talent network, candidate engagement strategy to provide quality talent for business needs across Middle East, Saudi Arabia, Turkey & India.
- Was assigned to be recruitment partner for the President of APAC which involved working on regional roles for APAC & EMEA.
- Interim TA Manager for Singapore & Malaysia.
- Provide support for strategic TA/HR initiatives, e.g. employer value proposition, campus programs, diversity etc.
- Formulated, developed and implemented HR policies in line with organization vision and strategy.
- Managed demand planning for recruitment for the region.
- Develop and implement sector TA analytics by working with Global team for best practices and build TA reporting capabilities.
- Ensure third party providers adhere to required procurement and policy standards; provide recommendations on third parties to meet business needs.
- Educate business clients on interviewing; recommend resources and techniques for interviewing, assessing and evaluating applicants.
- Proactive resourcing across functions to support future growth needs and build succession pipeline.
- Responsible for onboarding and induction of new joiners.

#### Key Achievements

- Successfully spearheaded the implementation of workday (ATS system) recruiting all across APAC & EM countries in line with TA Strategy and was the main point of contact for all the stakeholders involved in the implementation process.
  - Post launch was responsible for training and process enhancement. Created a workgroup to support all queries across APAC & EMEA countries to streamline the process. Responsible in building manager capability by ensuring that they are trained on the entire process.
- Received GEM award for my work in 2018, which is a global recognition program in Smith & Nephew.
- Participated in Elevate Program in Smith & Nephew, a development program to develop leadership skills.
- Successfully completed Personality & Ability test course conducted by SHL Assessments, UK.
- Completed Development Program on TA Diversity Masterclass.
- Nominated for HR Hero award 2018.

#### **Senior Talent Acquisition Specialist, India November 2011 – April 2016**

- Responsible for overall TA cycle of Smith & Nephew India. This included workforce planning, candidate onboarding with special focus on the vitality of the recruitment metrics covering quality of hire, turnaround time, recruitment channel efficacy, diversity hiring, on boarding efficiency, hiring equity, and compliance to the recruitment policies and fair employment practices.
- Partner and consult with TA stakeholders to understand business needs, workforce demand planning and implement the right Talent Acquisition strategy.
- Understand internal business strategy and talent landscape, including Talent Reviews and Succession Planning.
- Train the business (Hiring managers) on hiring process and competitive landscape utilizing internal and external metrics and data.
- Drive consistency in the hiring process and ensure a best in class hiring manager and candidate experience with local compliance requirements (KPI's and Hiring Managers Trainings).

- Understanding of local labor market and talent supply as well as local compensation trends.

#### Key Achievements

- Received "Star Performance Award" for 2012 & 2013 for discretionary support to the GBUs in filling critical positions & for demonstrating exemplary behavior & exceptional efforts.
- Saved 75 % recruitment cost in 2012 and 2013.
- Have attended Towers Watson training on competency modeling & Talent Assessment & career architecture.
- PTC certified practitioner.

#### **IKYA Human Capital Solutions, India** **Senior Recruitment Consultant** **2009 – 2011**

[www.quessecorp.com](http://www.quessecorp.com)

Qess Corp Limited (BSE: 539978, NSE: QUESS), is India's leading business services provider.

- Consistently bring in high quality candidates through head-hunting activities.
- Build an extensive referral network.
- Develop long-term and trusted relationships with clients by attaining a comprehensive and in-depth knowledge of the organization, its culture and resourcing requirements.
- Generate new business opportunities and new contacts during the daily business.
- Provide a professional and solutions-based consultancy service to clients.
- Deal with clients and candidates independently.
- Meet and exceed all key performance indicators such as monthly revenue targets, client and candidate activities and advertisement sales.
- Select and match candidates for assignments including managing the interview process, salary negotiations and candidate management.
- Generate consistent revenue.
- Develop expertise in your designated industry and identify new business opportunities.

#### **ABC Consultant** **Research Associate** **2008-2009**

[www.abcconsultants.com](http://www.abcconsultants.com)

ABC Consultants is the pioneer of organised recruitment services in India.

- Conduct research to map markets and generate candidate names and profiles.
- Create robust search strategies that will attract the best and brightest talent.
- Calibrating candidates with hiring managers.
- After demonstrating capability in research, developing those prospects into candidates, engaging them and performing initial assessment.
- Continually contribute to the knowledge base of the group by providing education on industries and talent pools/profiles.
- Build talent networks in certain functions/industries and tapping knowledgeable industry sources to develop an initial pool of candidates.
- Shadowing on-site interviews and debriefs.
- Providing strategic guidance and advice in a true partnership with executive leadership.