

# Kumar Shaurya

## Founding Recruiter & Talent Acquisition Leader

Fintech, B2B SaaS, Startup & High-Growth Hiring

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**10 years supporting US EST business hours** | Experienced and available across US, Canada, LATAM, Europe & APAC time zones

## PROFESSIONAL SUMMARY

Founding Recruiter and Talent Acquisition leader with **10 years** scaling talent functions at high-growth Fintech and SaaS startups — most recently taking Sardine from **30 to 200+** through Series A to C. Full-cycle (full-lifecycle) technical recruiting leader with a sustained **95%+ offer-acceptance rate** and **zero performance-based terminations** across hires. Trusted partner to founders and executives on hiring strategy, org design, headcount planning, and employer branding across global, distributed teams — with a decade supporting US EST business hours.

## WORK EXPERIENCE

### Founding Recruiter — Sardine (Fintech, B2B SaaS)

Feb 2022 - Present | Remote

- Stood up the talent function from **0-to-1** and scaled headcount from **30 to 200+** across global, distributed teams through Series A to Series C, building sourcing, screening, and structured-interview systems from scratch.
- Sustained a **95%+ offer-acceptance rate** across high-volume, full-cycle hiring by aligning compensation early, running structured intake meetings, and owning a high-touch closing and offer-negotiation process.
- Drove quality-of-hire to **zero performance-based terminations** across all hires through rigorous role calibration and structured, scorecard-based interviews with hiring managers.
- Led specialized technical recruiting across **Fraud, AML, Compliance, Crypto, and AI-driven risk** — staffing transaction monitoring, behavioral biometrics, device intelligence, and fraud-detection teams.
- Cut reliance on external agencies by building high-volume sourcing in-house, implementing **Ashby ATS**, LinkedIn Recruiter, and AI-assisted sourcing into a repeatable, metrics-driven pipeline.
- Partnered with founders and executives on **org design, headcount planning, and hiring prioritization**, and built hiring dashboards giving leadership real-time visibility into pipeline health, funnel conversion, and time-to-fill.

### Senior Technical Recruiter — Medly (HealthTech)

Jun 2021 - Nov 2021 | Remote

- Owned full-cycle hiring for Engineering and Product roles through a period of rapid scaling, holding quality against aggressive timelines.
- Reduced time-to-fill by streamlining interview loops and tightening recruiter–hiring-manager coordination.
- Partnered with engineering leadership to calibrate roles and keep pipelines aligned to shifting priorities.

### Senior Technical Recruiter — Amiseq Inc.

Mar 2020 - Jun 2021 | Remote

- Led technical recruiting for top-tier clients including **Apple, Facebook, Walmart, Dropbox, and PG&E**, delivering across engineering, cloud, data, and infrastructure.
- Managed high-volume requisitions across multiple accounts simultaneously without compromising submission quality.
- Operated across **JobDiva, Fieldglass, and Beeline**, navigating complex vendor-management-system (VMS) and compliance workflows.

## Senior Technical Recruiter — Collabera Inc.

Jan 2018 - Mar 2020 | India

- Delivered specialized hiring in **cloud, cybersecurity, and data** for enterprise clients including **Cisco, Verizon, KPMG, VISA, and Google**.
- Built and maintained passive-candidate pipelines for hard-to-fill technical roles, and mentored junior recruiters across accounts.

## Senior Talent Acquisition Specialist — Diverse Lynx

Aug 2017 - Jan 2018 | Pleasanton, NJ

- Ran full-cycle IT recruiting for US enterprise clients, sourcing and placing contract and full-time technical talent across engineering and infrastructure roles.
- Built candidate pipelines through Boolean sourcing, job boards, and referrals, managing the process from screening through offer negotiation and onboarding.

## Senior Recruiter — HANAC Staffing Solutions LLC

Jul 2016 - Aug 2017 | Cleveland, TN

- Delivered high-volume, full-cycle recruiting across technical and professional roles for US clients.
- Screened, qualified, and closed candidates end-to-end, coordinating interviews and offer negotiations.

## Project Planning & Design Trainee (Intern) — Steel Authority of India Limited

May 2015 - Jul 2015 | Chhattisgarh, India

- Completed a mechanical-engineering internship in project planning and design at one of India's largest integrated steel producers.

## SKILLS

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**Talent Acquisition & Leadership:** Founding / 0-to-1 talent function building, Full-cycle (full-lifecycle) recruiting, Technical recruiting, High-volume hiring, Executive & leadership hiring, Workforce & headcount planning, Org design, Requisition management, Intake meetings, Structured interviews & scorecards, Offer negotiation & closing, Compensation benchmarking, DEI / diversity hiring, Candidate experience, Employer branding, Stakeholder & hiring-manager management

**Sourcing & Recruiting Operations:** Passive candidate sourcing, Boolean search, Talent pipelining, Candidate relationship management (CRM), Recruitment marketing, Recruiting analytics (time-to-fill, time-to-hire, offer-acceptance, quality-of-hire), Hiring dashboards, Data-driven hiring

**Domain Expertise:** Fintech, Fraud / AML / Compliance, Crypto, AI / ML & risk systems, Engineering, Product, Data, Cloud, Infrastructure, Go-To-Market (GTM)

**Tools & Systems:** Ashby (ATS), LinkedIn Recruiter, JobDiva, Fieldglass, Beeline (VMS), AI sourcing tools, ATS optimization

**Global Markets:** USA, Canada, Europe, LATAM, India, APAC — US EST business hours

## EDUCATION

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**Poornima University** — Bachelor of Applied Science, Mechanical Engineering | 2012 - 2016

## CERTIFICATIONS

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- Mastering LinkedIn Recruiter Assessment
- Sales: Closing Strategies