

Kalaivani Ravichandran

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Career Objective

I am driven by curiosity and a passion for solving complex problems through data-driven insights. My goal is to bridge the gap between information and impactful decision-making by uncovering patterns and trends that drive innovation. With a strong analytical mindset and experience in talent analytics, I am eager to contribute to projects that transform data into meaningful business solutions.

Education

Master of Data Science Analytics and Engineering

Arizona State University,

May 2026

Tempe, AZ

Master of Computer Applications

Bishop Heber College,

June 2022

Tamil Nadu, India

Bachelor of Computer Science

Ponnaiyah Ramajayam Institute of Science & Technology,

June 2020

Tamil Nadu, India

Skills

- Programming & Data Analysis: Python, SQL, Pandas, Scikit-Learn, Power BI, Apache Spark, Data Structures
- Machine Learning & AI: Supervised & Unsupervised Learning, Deep Learning, Predictive Modeling
- Database & Visualization: MySQL, Power BI, Tableau, Data Wrangling, ETL
- Technical Recruiting & Analytics: ATS (Application Tracking Systems), Talent Sourcing Analytics, Process Optimization, Data-Driven Decision Making

Professional Experience

Senior Executive

Apr 2024 – Aug 2024

Wipro (Randstad)

Bengaluru, India

- Leveraged data analytics to optimize hiring strategies, track key recruitment metrics and workforce trends.
- Utilized ATS and SQL-based reporting to analyze candidate pipelines, improving efficiency in sourcing and selection.
- Developed and maintained dashboards in Power BI to visualize recruitment performance, aiding decision-making for hiring managers.
- Conducted predictive analysis on candidate profiles to enhance job-candidate matching, reducing hiring time.
- Automated reporting processes to track hiring patterns, improving recruitment efficiency and forecasting workforce needs.

Senior Process Executive (Talent Analytics & Data Insights)

May 2022 – Mar 2024

Infosys

Bengaluru, India

- Developed and maintained recruitment dashboards using Power BI, providing real-time insight into hiring trends.
- Conducted data analysis on candidate pipelines, optimizing recruitment strategies based on historical hiring patterns.
- Utilized SQL to extract and analyze large datasets, identifying trends in talent acquisition.
- Applied predictive modeling techniques to forecast hiring needs, improving workforce planning.
- Automated data collection and reporting processes, enhancing decision-making efficiency for stakeholders.
- Collaborated with cross-functional teams to integrate data science methodologies into recruitment analytics.

Technical IT Recruiter (Data-Driven Talent Acquisition)

June 2021 - May 2022

VDart Services

Trichy, India

- Applied data analytics to streamline recruitment pipelines, improving time-to-hire efficiency.
- Used SQL-based reporting to track and manage candidate profiles, optimizing talent acquisition strategies.
- Leveraged data insights to identify trends in hiring for IT and healthcare domains.
- Developed automation solutions to improve candidate tracking and hiring processes.

Projects

- Customer Purchase Prediction System (2022)
Developed a machine learning model using Python and Scikit-Learn to predict customer purchases based on behavioral and transactional data, improving sales forecasting accuracy.

- Job Market Trend Analysis Dashboard (2023)
Designed a Power BI dashboard analyzing hiring trends across industries using ATS and job market data, enabling data-driven recruitment strategies.
- Government Exam Result Monitoring System (2020)
Built a SQL-based result management system to efficiently store, retrieve, and analyze student performance data, enhancing accessibility and analytical insights.