

Nomination: 8104

Pragya Gupta

Page: General Information

Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.

Name of Organization/Company

Tata Consultancy Services Inc.

Additional Contacts

I would also like to have others receive emails about the disposition of our entries.

Page: Entry Information

Entry Title

Pragya Gupta

Category

C01 - C16 Individual > C16 - Technical Recruiting Professional of the Year

Individual Submission Format

Written Answers

a. Briefly describe the nominated individual: history and past performance (up to 200 words). Required

Pragya Gupta, TCS' esteemed Campus and Experienced Professional Hiring Lead, exemplifies outstanding leadership and managerial prowess in steering the recruitment and development of top-tier talent. Her strategic direction of TCS' campus hiring initiatives in Canada has been pivotal in securing access to the finest young professionals for the organization.

Her expertise extends beyond conventional recruitment methods; she cultivates strong partnerships with key stakeholders, including universities, career centres, and impactful non-profit organizations such as YMCA, NPower, and YES (Youth Employment Services).

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Under her guidance, TCS has achieved remarkable success in campus recruitment, experiencing a surge in top-quality candidates and an enhanced retention rate among new hires.

Pragya's invaluable contributions have garnered widespread acclaim, including her recognition as the winner of the TalentEgg Best Social Media Presence Award, underscoring her exceptional leadership, communication finesse, and pioneering approach to campus recruitment. With an unwavering commitment to excellence and a fervent dedication to talent development, she remains poised to continue pushing the boundaries of innovation and leaving a lasting impact on TCS and the broader recruitment landscape.

b. Outline the nominee's achievements since the beginning of 2022 that you wish to bring to the judges' attention (up to 250 words). Required

Pragya has been a driving force in TCS' success in Canada since 2022, playing a pivotal role in strategic initiatives from Request for Proposal (RFP) stages to setting up the team and refining pricing strategies. Under her talent acquisition leadership, TCS has solidified its position as a valued service provider to a leading financial institution, significantly reducing delinquencies and enhancing customer satisfaction. Her involvement from the partnership's inception demonstrates her strategic foresight and ability to shape key decisions.

Her unwavering dedication to the campus recruitment strategy has been instrumental, especially in adapting to evolving recruitment landscapes. Transitioning recruitment efforts to virtual platforms, she ensured continued engagement with prospective candidates. Additionally, her commitment to diversity and inclusion initiatives has led to tangible improvements in diversity metrics and increased hiring of diverse candidates.

Pragya's achievements since 2022 highlight her exceptional leadership, strategic insight, and steadfast dedication to driving positive change within TCS and the broader community. Her transformative contributions have enhanced TCS' reputation and left a lasting impact on job seekers and communities served. Furthermore, her creation of job opportunities for non-STEM students and participation in on-campus interviews for the same-day offer strategy demonstrate her commitment to inclusivity and proactive talent acquisition.

c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the nominee's past performance (up to 250 words). Required

Pragya strategically curated a diverse talent pool comprised of interns, co-op students, and recent graduates, tailored specifically for a leading financial institution, resulting in commendable outcomes over the past year. Her contributions to this strategic team have garnered accolades from clients, underscoring the significance of her impact.

Moreover, Pragya spearheaded the establishment of a dynamic team of technology-driven students for TCS Pace Port, where they engage in cutting-edge research and innovation projects benefiting both TCS and its clientele. This initiative showcases Pragya's forward-thinking approach and her commitment to fostering innovation within the organization.

When compared to industry counterparts, TCS' Canadian recruitment program stands out as a beacon of success, largely attributable to Pragya's leadership. Her adept orchestration of various on-campus activities, including career fairs, guest speaker series, field visits, and mentorship programs, has been instrumental in attracting top-tier talent to TCS, elevating its position in the industry.

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d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

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Supporting Document

Download File (<https://stevies-sage.secure-platform.com/file/19931/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjoxOTkzMSwiYWxsYXN0b3R0aWduZWVcmwiOiJGYWxzZSIsImNbnm91References%20Technical%20Recruiting%20Professional%20of%20the%20Year.docx>)

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