

SANJANA VR

Associate Manager – Early Careers & Talent | MBA (HR) from Symbiosis Institute for Business

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LinkedIn

Dynamic HR professional with experience in the fields of Early Careers and Talent Management, demonstrating a commitment to developing talent and enhancing organizational effectiveness, seeking to leverage expertise in holistic human resources roles across diverse industries, focusing on talent acquisition and employee engagement.

Core Competencies

Early Careers Program Management

HRBP

Stakeholder Engagement

Talent Development & Succession Planning

Employee Retention Strategies

Rewards and Recognition (R&R)

Cross-functional Collaboration

University Relations

Campus Recruitment Strategy

Onboarding Optimization

Talent Acquisition

Learning & Development

HR Analytics and Metrics

Education

- 2022: MBA (HR) from Symbiosis Institute for Business
- 2020: CS (Corporate Secretaryship) from MOP Vaishnav College (B.Com.)

Profile Summary

- Dynamic professional offering over 3 years of proven track record of architecting scalable onboarding and Early Careers & Talent Development that elevate organizational capability and accelerate workforce readiness.
- Proven expertise in Early Careers Program Management, including end-to-end ownership of campus recruitment strategies, university relations, and onboarding optimization to build a sustainable and future-ready talent pipeline.
- Strategic Program Leader adept at designing and executing enterprise-wide initiatives that enhance employer branding, optimize resource utilization, and drive impactful engagement across diverse talent ecosystems.
- Collaborative Stakeholder Influencer skilled in orchestrating high-visibility engagements with global leadership to champion inclusive talent agendas, culture transformation, and future-fit workforce strategies.
- Spearheading end-to-end talent acquisition lifecycle by leveraging data-driven sourcing strategies, competency-based assessments, employer branding initiatives to attract, engage, and onboard top-tier, culturally aligned talent across niche and high-impact roles.
- Led Talent Development and Learning & Development (L&D) initiatives, aligning new joiners' development programs with business objectives and fostering a high-performance culture through targeted interventions and stakeholder engagement.
- Data-driven decision-maker with strong command over HR Analytics and Metrics, Rewards & Recognition (R&R), and strategic workforce planning to optimize talent acquisition outcomes and support long-term organizational growth.

Work Experience

Invesco

May'22 – May'25

Growth Path:

Associate-Strategy and Execution
May'22 - Feb'23



Associate Manager- Early Careers
Mar'23 - May'25

Key Result Areas:

Associate Manager – Early Careers & Talent

- Successfully directed the Invesco Technology Associate Program (iTAP), managing 3 cohorts of 60+ junior professionals across 20+ tech teams, resulting in enhanced workforce readiness and structured capability development.
- Devised and executed a scalable strategy for iTAP, delivering \$250K in annualized compensation savings through effective program design and cohort optimization.
- Spearheaded the design and deployment of custom training interventions, resulting in a 50% reduction in onboarding timelines and saving 5,200+ hours within a single quarter.
- Orchestrated 12+ innovation-led hackathons across 30+ academic institutions, streamlining campus hiring pipelines and enhancing talent quality for technical roles.
- Piloted and scaled the IGNITE onboarding experience across Invesco, achieving an engagement footprint of 120+ new joiners in Q1 of CY 2025.
- Developed interactive digital learning solutions, optimizing onboarding workflows and saving 720+ hours annually, translating to 0.35 FTE cost efficiency.
- Led the "Progression vs. Promotion" strategy, improving internal career development transparency and achieving a 20% uplift in employee retention within FY 2024.
- Conceptualized and implemented the "Pat on the Back" and Invesco R&R programs, recognizing over 400 employees and contributing to a measurable boost in employee morale and productivity across a 5,000+ member workforce.
- Leading design & execution of scalable Early Careers & Talent Development programs, ensuring talent readiness, structured onboarding, and cost-efficient cohort management.
- Driving strategic campus recruitment by strengthening university partnerships, enhancing employer branding, improving offer-to-join ratios through impactful engagement initiatives.
- Implementing competency-based development programs and recognition frameworks to accelerate productivity, improving employee experience, and reduce early attrition.
- Partnering with HR and key stakeholders to deliver data-driven people strategies using HR analytics, driving decisions on hiring, engagement, and workforce planning.

Associate – Strategy and Execution

- ⊗ Managed high-impact engagements with C-suite leaders including the CTO, CHRO, and Global Directors during leadership visits, strengthening strategic alignment and enhancing organizational leadership capability through curated forums and capability-building initiatives.
- ⊗ Successfully led over 10 cross-functional strategic programs focused on elevating employee engagement, fostering diversity and inclusion, and cultivating a culture of high-performing, outcome-driven teams.
- ⊗ Acted as Scrum Master for the iTAP Case Study Projects, effectively embedding Agile practices, facilitating sprint planning and retrospectives, and ensuring on-time delivery with zero sprint spillovers.
- ⊗ Designed and executed structured leadership development tracks that aligned with enterprise goals, enabling talent readiness and accelerating the leadership pipeline across critical functions.

Internships

Sureify Management Intern Key Result Areas:

May'22 – Jun'22

- ⊗ Performed in-depth research and competitor benchmarking across 10+ companies, resulting in the development of refined HR policies and a marked improvement in policy effectiveness.

Ramco HR Intern

Apr'19 – Jun'19

Key Result Areas:

- ⊗ Managed over 3,000 HR service tickets through ServiceNow, ensuring 100% adherence to SLA timelines.
- ⊗ Conducted interviews for 200+ candidates and successfully facilitated the onboarding of 30 new hires for manufacturing teams.

Achievements

- ⊗ Recognized as a STAR Performer among 550 employees and honored with a Rewards & Recognition award for the successful execution of the 'Pat on the Back' program.
- ⊗ Achieved an employee satisfaction score of 85, significantly above the company average of 78, by demonstrating exceptional leadership and team management capabilities.
- ⊗ Played a pivotal role in the Women in Tech Business Resource Group, identifying key representation gaps, including the stark statistic of only 2% women in tech leadership roles in Hyderabad.
- ⊗ Led Invesco Cares CSR initiative focused on underprivileged youth, driving a nutrition program that benefitted over 800 children.
- ⊗ Co-founded Vogue Kitchen and successfully partnered with Swiggy to deliver 20,000+ meals across Chennai during COVID-19 pandemic.
- ⊗ Engaged as a Radio Jockey, building and entertaining a dedicated audience of 3,500+ listeners.
- ⊗ Collaborated with Cognizant through Trash Troopers, a sustainability initiative that facilitated the collection and responsible disposal of 3,000 kg of waste per day.