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## Deepak Josey | Founder - CMO

*We don't just optimize profiles! We decode recruitment algorithms. Every framework we deploy is a tactical arsenal: ATS-penetrating, metric-driven, and surgically-targeted at executive selectors worldwide. We've vaulted professionals into multinational boardrooms, alchemizing routine roles into C-level mandates and operations experts into strategic visionaries. Our proprietary methodology, fusing data-driven insights with narrative architecture, delivers uncontested advantages that commodity services can never approach.*

*We build profiles that don't blend in; they seize control.*  
- Deepak Josey

## Sushana Adurthi | Co Founder - CEO

*We don't just write resumes! We engineer career breakthroughs. Every document we craft is a strategic weapon: ATS-optimized, keyword-rich, and laser-focused on quantifiable impact that hiring leaders can't ignore. We've propelled executives into global C-suites, converting career pivots into six-figure promotions and supply chain specialists into industry thought leaders. Our bespoke approach, fusing content strategy precision with elite branding principles delivers unmatched results that generic services can only dream of.*

*We draft resumes that don't whisper; they command attention.*

- Sushana Adurthi | [s@xfresume.com](mailto:s@xfresume.com)





## THE TEAM

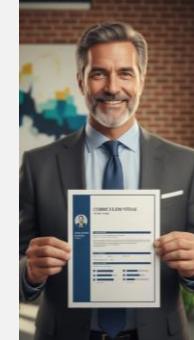
At X Factor Resume, certified writers, strategists, recruiters, and hiring managers collaborate on resume optimization, LinkedIn positioning, and executive branding. Each specialist contributes proven expertise: ATS compliance authorities, keyword analysts, copywriters, and quality team recruiters who validate against real hiring criteria.

We guide professionals worldwide through C-suite transitions, industry pivots, and thought leadership profiles across supply chain, technology, and beyond. Our combined recruitment intelligence and content precision ensure documents that resonate with decision-makers and advance authentic career objectives.

We build profiles that connect directly with hiring reality. Your professional story gains unmatched credibility through our team's insights.



## PRODUCT LINE



### Text CV Packages

Creatively designed text mastery with strategic keyword density and scannable structure. Maximizes parse rates across all ATS platforms. Features achievements, initiatives, focuses on results, sector-specific phrasing, and recruiter-tested bullet optimization. Essential for volume applications.

### Visual CV Packages

Design-driven differentiation via infographics, skill matrices, and timeline visuals. Blends ATS text base with impactful aesthetics. Includes interactive PDF, LinkedIn assets, and ATS Compliant variants. Ideal for networking impact.

### Executive CV Packages

C-suite storytelling with quantified leadership, boardroom metrics, and global project narratives. Multi-page depth plus executive summary. Features stakeholder framing and timeline graphics. Head-hunter-optimized for confidential searches or boardroom level submissions.



# Text CV

## Content that Converts Applications to Interview Calls

**Custom Content Creation:** Tailored to your career path with achievements, skills, and goals in plain text and design layers.

**Dual Format Delivery:** ATS-compliant structure alongside visually structured Word/PDF versions.

**Industry Keyword Integration:** Sector-specific terms for machine parsing and human review.

**Readable Structure:** Optimized spacing and hierarchy across both functional formats.

**Results Oriented Language:** Quantified bullets highlighting measurable career contributions.

**R** Rahul Sharma  
IN • 1 review

★★★★★

Great

Honestly, I wasn't sure what to expect when I first reached out to XFRResume. I'd been applying to jobs for months with no luck, and I knew my resume probably wasn't doing me any favors. The team was super professional right from the first call, they actually listened to my career story instead of just asking me to fill out a form.

What really stood out was how they turned my experience into something that actually sounded impactful, without exaggerating. The new resume and LinkedIn update made me feel more confident putting myself out there again. Within a few weeks, I started getting responses from recruiters, something that hadn't happened in a while.

If you're thinking about refreshing your profile, I'd definitely recommend them. It's worth it for the clarity and confidence you gain.

October 1, 2025    Unprompted review



# DEEPAK JOSEY

Dynamic and results-driven **Sales & Marketing Leader** with over a decade of experience in the steel industry, specializing in market expansion, P&L management, business development, and supply chain optimization. Proven expertise in steering large-scale sales operations, managing public sector accounts, and driving import and distribution strategies across global markets. Recognized for successfully establishing NLMK's CRNGO steel business in India, scaling operations to 2,000+ tons per month, and spearheading SAP implementation for enhanced operational efficiency. A strong track record in channel development, pricing strategies, and cross-border trade execution with leading steel manufacturers such as JSW Steel, Nippon Steel, and POSCO.

## WORK EXPERIENCE

**NLMK India**  
Deputy General Manager – Sales & Marketing  
December 2022 – Present, India

Leading the market expansion and business development for NLMK's CRNGO (Cold Rolled Non-GRAIN Oriented) steel product line in India. Overseeing import planning, sales execution, P&L management, and strategic market positioning to align Russian-manufactured steel with the specific needs of the Indian market.

### Impact to Business:

- **Expanded Market Share:** Established NLMK's presence in the Indian CRNGO market, scaling sales to 2,000+ tons per month, significantly improving the company's footprint and visibility in a competitive market.
- **Customized Product Strategy:** Developed a market-specific product strategy that included modifications to quality standards, pricing structures, and supply chain logistics, effectively addressing local customer needs and preferences.
- **Strengthened Client Relationships:** Built and nurtured strong relationships with PSUs and industrial buyers, securing long-term business through strategic tender bidding, key account management, and tailored customer solutions.
- **Optimized P&L Management:** Led key initiatives that directly improved the P&L, including strategic pricing adjustments, cost optimization in supply chain management, and improved financial oversight, resulting in stronger profitability.
- **SAP Implementation Leadership:** Spearheaded SAP implementation in India, driving operational efficiencies, improving process transparency, and aligning local operations with global standards.

### Key Accountabilities:

- **Business Development & Sales Strategy:** Spearheading NLMK's growth in India by identifying and capitalizing on profitable opportunities, cultivating client relationships, and securing high-value sales, with a strong focus on improving P&L.
- **Import & Supply Chain Management:** Managing the end-to-end import process for CRNGO material from Russia, optimizing logistics, and reducing operational costs to enhance overall profitability.
- **P&L & Financial Oversight:** Directly responsible for improving profitability, refining pricing strategies, and ensuring tight control over financial exposure. Managed credit approvals, monitored cash flow, and executed cost-saving measures to maximize margins, all while ensuring alignment with headquarters' financial policies.
- **Key Account & Public Sector Engagement:** Successfully handling PSU accounts and driving contract execution through strategic tender participation, ensuring that all transactions contribute positively to the bottom line.
- **Cross-Border Coordination:** Collaborating with Russian headquarters and Dubai trading office to ensure efficient execution of strategies and cost-effective supply chain solutions, contributing to improved financial performance.
- **Process & System Optimization:** Led SAP implementation to enhance system transparency, streamline processes, and optimize workflows, resulting in measurable improvements in operational efficiency and cost control.

## CORE SKILLS

- Business Expansion
- Sales & Marketing Strategy
- Steel Industry Expertise
- P&L & Financial Management
- Supply Chain & Procurement Optimization
- Public Sector Tendering
- International Trade & Compliance
- Digital Transformation & Process Optimization

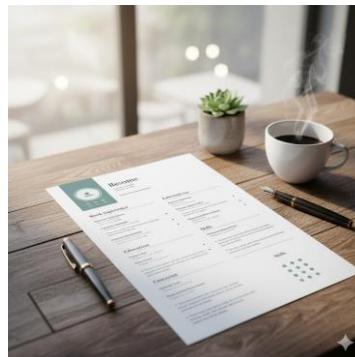
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LinkedIn Handle

South Delhi – India

X Factor Resume breaks down content strategically to maximize ATS compatibility and recruiter impact across all packages.



## PRIMARY GEOGRAPHIES

- India
- United States
- UK
- Canada
- Australia
- Europe

## IDEAL FOR

- Technology Leaders
- Operations Strategists
- R&D Leaders
- Supply Chain Leaders
- Administrative Leaders
- HR Leaders
- Academicians
- Doctors & Nurses



## DEEPAK NAIR

Transformational Banking Leader  
Transforming Operations, Driving Growth & Elevating Customer Excellence

With over two decades of diverse banking experience, I bring strategic leadership, operational acumen, and a results-driven track record of great performance, and a demonstrated ability to help organizations spans across major financial institutions such as Axis Bank, OBCBank, HSBC, and Thomas Cook India, where I have led transformation efforts, risk management, and regulatory compliance while fostering a culture of continuous improvement.



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Chennai - India

### WHY WORK WITH ME?

- Strategic Vision and Execution:** I possess a proven ability to translate high-level strategic goals into operational reality, and I have a track record of leading successful projects that help organizations make key decisions that align with their business objectives, while ensuring operational efficiency and cost reduction.
- Transformational Leadership:** I am a strong proponent of nurturing talent, building high-performing teams, and empowering individuals to achieve their full potential. My leadership style is collaborative, and I believe that every team member is a valuable asset, whose contributions effectively align to the organization's goals.

**Operational Excellence:** I have a demonstrated track record of managing large-scale operations to mitigate operational risks. I have consistently ensured compliance with regulations such as FATCA, KYC, AML, FCA, and PMLA. I have experience managing risk across branches, holding regular risk assessments, and ensuring adherence to regulatory requirements and regulatory practices.

**Customer-Centric Approach:** I bring a track record of respecting customer service standards and building lasting relationships with high-net-worth and corporate clients. My focus on customer satisfaction, cross-selling initiatives, and enhancing customer experience has consistently led to higher retention rates and better ROI (Return on Investment).

### WHERE I ADD VALUE...

- Change Management & Transition Leadership:** I excel in leading seamless transitions, including complex mergers and system migrations, such as integrating 65 branches into Axis Bank's operations, ensuring continuity and minimal disruption to day-to-day business.
- Operational Excellence:** I have a proven track record of identifying inefficiencies, implementing initiatives, and streamlining processes to drive cost reduction, foster turnaround times, and enhanced service delivery.
- Risk & Compliance:** I have a strong understanding of risk management and practice risk management strategies to safeguard institutions and their clients, while ensuring strict adherence to regulatory norms.

**Audit & Control Framework:** Extensive experience in designing and implementing robust audit and control mechanisms that foster governance, mitigate risk, ensure compliance, and embed a culture of accountability for sustainable growth.

### WHAT TO EXPECT WHEN I LEAD THE TEAM?

- Strategic Growth Leadership:** A visionary leader committed to scaling operations, driving profitability, and delivering exceptional customer service, all while aligning teams with the organization's strategic goals.
- Management of Change:** I am adept at leading seamless migrations and transformations, ensuring uninterrupted business operations during mergers, acquisitions, and cultural shifts.
- Operational & Financial Precision:** Decisive management of P&L, budget, and cost structure to drive maximum efficiency, productivity, and bottom-line results.

**Riskless Innovation:** A relentless focus on process automation, strategic innovation, and fostering a mindset of continuous improvement to keep the organization competitive.

**Building Elite Teams:** A leader of high-performing, accountable teams that thrive on collaboration and consistently deliver exceptional, measurable outcomes.

and simplify operational processes to enhance efficiency across branches.

**Customer Service & Team Leadership:** Built a customer-centric culture by driving initiatives to improve satisfaction and mentor branch teams, aligning them with operational policies and regulatory guidelines.

### SKILLS

- Risk Management & Compliance
- Change Management & Transition Leadership
- Operational Efficiency
- Customer Service
- Team Leadership
- Strategic Planning & Compliance
- Cost Optimization
- Audit and Control

### ACADEMICS

**EDUCATION**  
IIT Roorkee (Undergraduate)  
S.D. College of University, 2004  
**WORK EXPERIENCE**  
B.COM | H.A College of Commerce | 2001

**Assignments:** Managed critical projects during three tenures (2010, 2011, 2012) to address technology, regulatory, currency, cost, and risk challenges. Implemented performance management processes and tools to drive accountability, performance improvement, and operational efficiency across multiple business units. Provided guidance and support to managers and employees on setting objectives, conducting self-assessments, and developing action plans. Developed and implemented performance management processes and tools to drive accountability, performance improvement, and operational efficiency across multiple business units. Provided guidance and support to managers and employees on setting objectives, conducting self-assessments, and developing action plans.

### EXPERIENCE

- 2012 - Present:** Managing critical projects during three tenures (2010, 2011, 2012) to address technology, regulatory, currency, cost, and risk challenges. Implemented performance management processes and tools to drive accountability, performance improvement, and operational efficiency across multiple business units. Provided guidance and support to managers and employees on setting objectives, conducting self-assessments, and developing action plans.
- 2010 - 2012:** Managing critical projects during three tenures (2010, 2011, 2012) to address technology, regulatory, currency, cost, and risk challenges. Implemented performance management processes and tools to drive accountability, performance improvement, and operational efficiency across multiple business units. Provided guidance and support to managers and employees on setting objectives, conducting self-assessments, and developing action plans.
- 2008 - 2010:** Managing critical projects during three tenures (2010, 2011, 2012) to address technology, regulatory, currency, cost, and risk challenges. Implemented performance management processes and tools to drive accountability, performance improvement, and operational efficiency across multiple business units. Provided guidance and support to managers and employees on setting objectives, conducting self-assessments, and developing action plans.

### EDUCATION

**EDUCATION**  
IIT Roorkee (Undergraduate)  
S.D. College of University, 2004  
**WORK EXPERIENCE**  
B.COM | H.A College of Commerce | 2001

### EXPERIENCE

**2012 - Present:** Managing critical projects during three tenures (2010, 2011, 2012) to address technology, regulatory, currency, cost, and risk challenges. Implemented performance management processes and tools to drive accountability, performance improvement, and operational efficiency across multiple business units. Provided guidance and support to managers and employees on setting objectives, conducting self-assessments, and developing action plans.

### EDUCATION

**EDUCATION**  
IIT Roorkee (Undergraduate)  
S.D. College of University, 2004  
**WORK EXPERIENCE**  
B.COM | H.A College of Commerce | 2001

## RUHI CHADHHA

DIRECTOR-HR

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LinkedIn

Experienced and dynamic HR professional with an impressive career spanning over three decades. Currently serving as the Director-HR, Global HR Business Partner for Professional Services in the Asia-Pacific (APAC) region at Alight Solutions Inc., following the acquisition of NGA Human Resources. A visionary leader known for driving strategic HR initiatives that fuel business growth and maximize organizational potential. Proven track record of success in strategic planning, operational excellence, and talent management. Specialized in building high-performing teams with key stakeholders, including clients, to deliver impactful solutions that drive employee engagement, talent development, and operational effectiveness. Focused on exceptional change management skills, successfully leading teams through complex transitions and navigating through challenging environments. Recognized for championing L&D and HR initiatives, driving positive employee experience, and ensuring legal compliance across multiple jurisdictions. A collaborative and influential leader who thrives in fast-paced and dynamic environments, inspiring teams to achieve their full potential.

### Work Experience

Alight Solutions INC (Alight acquired NGA Human resources) | Since 2011 to 2022

**Director-HR, Global HRBP, Professional services APAC | 2020-2022**

As the Director-HR, Global HR Business Partner for Professional Services in the Asia-Pacific (APAC) region at Alight Solutions Inc., my primary responsibility is to provide strategic and operational HR support to the Professional Services division across multiple countries in APAC, play a critical role in the implementation of HRBP, and ensure alignment with business partners to drive the growth and success of our organization. My role involves collaborating with key stakeholders, implementing HR strategies, and fostering positive employee experience.

### Role Accountability

- Strategic HR Business Partnership:** I act as a trusted advisor and partner with the Professional Services division, providing strategic HR insights and advice to support business strategy. I collaborate with business leaders to develop and implement HR strategies that support business growth, talent management, and workforce planning.
- Talent Acquisition:** I lead the talent acquisition function, including the identification and attraction of top talent, and ensure the selection and onboarding of high-performing professionals. I implement talent management programs to support the growth and development of the organization, and ensure the retention of key talent.
- Change Management:** I support the organization through periods of change by developing and fostering a positive work environment. I implement programs to recognize and reward high performers, encourage employee feedback, and improve overall employee satisfaction. I work closely with business leaders to ensure that employees are engaged and supported during periods of change.
- Employee Engagement and Retention:** I drive initiatives to enhance employee engagement and foster a positive work environment. I implement programs to recognize and reward high performers, encourage employee feedback, and improve overall employee satisfaction. I work closely with business leaders to ensure that employees are engaged and supported during periods of change.
- Compliance:** I ensure compliance with local labor laws, regulations, and employment practices. I provide guidance and support to managers and employees during organizational restructuring, mergers, acquisitions, or other significant changes. I ensure that employees are informed of relevant communication and employee engagement throughout the change process.
- Legal Policy and Compliance:** I ensure compliance with local labor laws, regulations, and employment practices. I provide guidance and support to managers and employees during organizational restructuring, mergers, acquisitions, or other significant changes. I ensure that employees are informed of relevant communication and employee engagement throughout the change process.

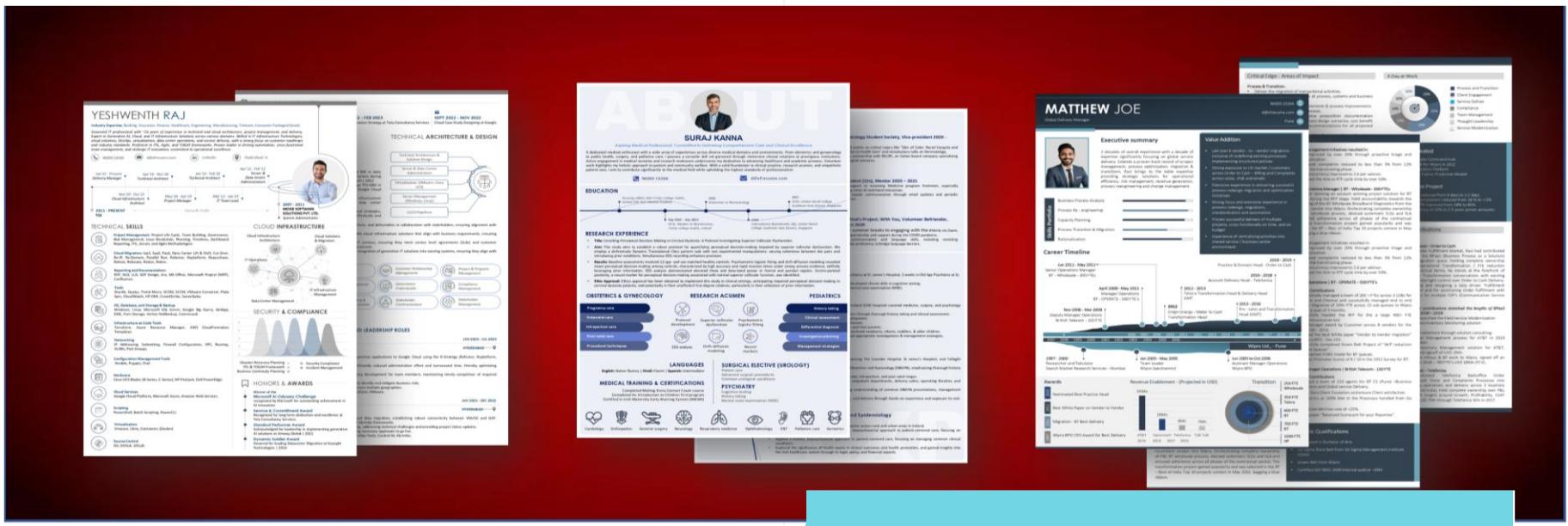
**Skills Portfolio**

- HR Strategy
- Talent Management
- Business Partnership
- Employee Relations
- Change Management
- Organizational Development
- Performance Management
- Training & Development
- Succession Planning
- Leadership Development
- Employee Relations
- Compliance
- Change & Inclusion
- Cross-functional Collaboration
- Global HR
- Mergers and Acquisitions
- Employee Engagement
- Learning and Development
- Workforce Planning
- HR Analytics
- Stakeholder Management

### Academics

- Institute of Social Studies (ISS) Erasmus University, Netherlands | 1995-1997
- Tata Institute of Social Sciences | Masters | 1997
- University of Mumbai | Bachelor's Psychology and Economics | 1994

BUY NOW



# Visual CV

## Logical Visuals that Hirers Love and Content that Impress

### Achievement Visual Mapping:

Career milestones converted to timelines, charts, and skill gauges highlighting progression.

### Dual Format Package:

ATS-compliant text file plus infographic PDF/Word with balanced visual hierarchy.

### Industry Visual Lexicon:

Sector-tailored icons, color schemes, and data visualizations for instant recognition.

### Scannable Infographic Layout:

Strategic white space, bold metrics, and visual anchors guiding recruiter eye flow.

### Quantified Visual Storytelling:

Achievements rendered as bar graphs, pie charts, and progress indicators for immediate impact.

**A** ALI HUSAIN  
KW • 1 review



### A Truly Exceptional CV-Building Experience with XF Resume

My experience with XF Resume has been nothing short of outstanding. From the very first interaction, their attention to detail stood out like a lighthouse on a foggy night. They didn't just skim through my profile, they studied it, dissected my key skills, and reflected them back with clarity, confidence, and absolute precision.

A special mention to Akansha, whose communication skills were exemplary, warm, articulate, and reassuring. She made the entire process feel like a breeze. And of course, Arpana, who handled my profile with so much confidence and finesse that it felt as though she could read between the lines and bring out the best in me. Together, they demonstrated a rare blend of professionalism and genuine cordiality, a combination that's hard to come by these days.

What truly impressed me was how they crafted a CV that covered every nook and cranny, ensuring no detail was left to chance. They understood my journey, highlighted my achievements, and shaped the narrative so effortlessly that I felt my story had finally been told the way it deserved to be.

If the saying goes "Well begun is half done," then thanks to XF Resume, I feel halfway closer to landing the role of my choice. Their work has given me renewed confidence, and I sincerely hope this impeccably designed CV opens the right doors.

Highly recommended! They're not just building resumes; they're shaping futures.

November 6, 2025 | Unprompted review

Visual CVs convert career data into strategic infographics that speed recruiter decisions. Timelines track individual-to-C-suite progression with milestone markers. Achievement bars instantly show revenue growth, team scaling, and efficiency gains.

Eye-flow hierarchy leads with peak accomplishments, P&L responsibility over supporting details. ATS text layer ensures machine parsing while visuals accelerate human scanning.

## IDEAL FOR

- Creative Director
- Brand Manager
- Graphic Designer
- UI/UX Designer
- Product Leader
- BD & Sales Leader
- Marketing Leader
- Event Planner
- Advertising Leader

# PRIMARY GEOGRAPHIES

- United Arab Emirates (UAE)
- Saudi Arabia
- Qatar
- India
- United States
- South Africa
- Kenya
- Singapore



*Visual CVs transform raw career data into strategic infographics that accelerate recruiter decisions.*

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LinkedInHandle

# DEEPAK JOSEY

## Head of Channel Sales (Head of Sales – Offline)

Visionary business leader with 25+ years of transformative experience across consumer technology, telecom, and FMCG sectors. Demonstrate hallmark career in driving turnarounds, scaling high-growth businesses, and delivering sustainable profitability in competitive markets.

Progressive history of leading Xiaomi's revival within 16 months, turning an \$84M loss into a \$72M profit through channel restructuring, policy reform, and strategic partnerships with Reliance, Croma, and AIMAR. Engineered POCO's cost-efficient hyper-distribution model via Reliance (JMD), creating a scalable ecosystem and a strong leadership pipeline. Accredited for pioneering omni-channel excellence, category diversification, and connected-living ecosystems across smartphones, smartTVs, and AIoT. Delivered sustained growth for Lenovo/Moto and Nokia, translating strategic vision into measurable market leadership.

## Significant Contributions

SINCE JAN 2019

XIAOMI TECHNOLOGY INDIA PVT. LTD

Part of top leadership team, steering a \$2.05B omnichannel portfolio across smartphones, tablets, smart TVs, AIoT, and smart living categories. Spearheaded Xiaomi's turnaround and offline resurgence through bold policy reforms, technology-led execution, and deep partner engagement.

**A catalyst for transformation turning complexity into clarity, strategy into execution, and businesses into enduring growth engines.**

### GTM Smartphones & Tablets

Drives strategy, policy, and enablers to achieve monthly, annual, and 3-year business goals.

### GTM TV & AIoT

Develops strategic frameworks and initiatives for short- and long-term growth.

### Distribution

Leads distribution network strategies, policies, & parameters

### Strategy, Planning & Analysis

Analyses trends, provides actionable insights, and monitors the effectiveness of strategies, policies, and tactics across all departments and zonal sales teams.

Head Channel Sales (Head of Sales – Offline, India), Director / Senior Director  
May 2022 – Present

## Career Timeline

- SINCE JAN 2019  
**XIAOMI TECHNOLOGY INDIA PVT. LTD.**
  - Senior Director (Head of Sales) May 2022 – Present
  - Associate Director Jan 2019 – Apr 2022
- MAR 2013 – DEC 2018  
**MOTOROLA MOBILITY INDIA PVT. LTD**
  - Regional General Manager India Jul 2018 – Dec 2018
  - National Sales Head Jul 2016 – Jul 2018
  - Regional Sales Manager Mar 2013 – Jun 2016
- DEC 2008 – MAR 2013  
**TATA TELESERVICES LTD, BANGALORE**
  - Head – Modern Trade & OEM Sep 2011 – Mar 2013
  - Head – 3G, Bangalore Jun 2010 – Sep 2011
  - Zonal Head, Bangalore Dec 2008 – Jun 2010
- JUN 2005 – DEC 2008  
**NOKIA, PUNE**
  - Area Sales Manager Jun 2006 – Dec 2008
  - Sales Officer Jun 2005 – May 2006
- MAR 2000 – JUN 2005  
**HLL, HYDERABAD**  
**TERRITORY SALES IN-CHARGE**

The infographic illustrates the financial turnaround of Xiaomi Technology India PVT. LTD. from January 2019 to May 2022. It features a bar chart showing revenue growth from -\$100M to \$72M, a line chart showing monthly sales capacity growth from 17K to 45K outlets, and a pie chart showing the shift in business contribution from 135% retail to 25% of business.

**Revenue Growth:** "Architected a \$156M turnaround from \$84M loss to \$72M profit in 16 months through strategic policy reform and ecosystem restructuring."

Month	Revenue (\$M)
Mth 0	-100
Mth 4	-50
Mth 8	50
Mth 12	100
Mth 16	72

**Monthly Sales Capacity Growth:** "Scaled portfolio revenue by 31% (\$490M growth) while boosting monthly sales capacity by 67% across 5 product categories."

Month	Capacity (K)
Mth 0	17
Mth 4	22
Mth 8	28
Mth 12	35
Mth 16	45

**Business Contribution:** "Channel Expansion: Grew distribution reach from 17K to 45K outlets, achieving 135% growth in exclusive retail contribution to 25% of business."

**Key Achievements:**

- Channel Expansion: Grew distribution reach from 17K to 45K outlets, achieving 135% growth in exclusive retail contribution to 25% of business.
- Market Leadership: Reclaimed #1 offline market position, expanding share in LFR/RRF and high-potential clusters.
- Retail & Category Excellence: Elevated retail experience through premium store conversions and attach-led growth in wearables, AIoT, and TVs.

# BUY NOW

## Deepak JOSEY

Regional Client Service Director, APAC (VP Internal Title)

Role Mandate: Promoted following significant impact as Account Director to assume full strategic and operational leadership for the Merck Diamond Client account across the entire APAC region including India, Japan, Australia, New Zealand, China and Singapore. Responsible to lead the APAC region as a recognized global leader in R&D and commercial operations, driving scaling and growth from the extensive managing the account globally. Total responsibility for a total region team of 128 personnel including 10 direct A/R reports across all countries while retaining the unique position as Randstad India's sole Total Talent Solutions Account Director. Deepak is a highly experienced and successful leader, with a strong track record of success due to APAC's complex multilingual and multicultural nature, employee satisfaction measured through Peacock scores where employees rate their managers, and new business development through upskilling, cross-skilling, and nurturing new avenues across integrated RPO and MIF programs covering the full talent lifecycle.

Key Responsibilities:

- Directed team performance management, coaching, mentoring, engagement initiatives, and career development while leading and driving operational consistency via call center training, new business development, and cross-functional TMS organization.
- Lead cost reduction programs via call center training, new business development, and cross-functional TMS organization.
- Business scaling
- Ten consecutive awards including Best Manager Recognition for February/March/2010 (three consecutive months), Best Li Manager (Mar 2010), Best Team (Mar 2011), Best Team (Mar 2012), Best Team (Mar 2013), Best Team (Mar 2014), Best Li Manager (Mar 2015), Best Team (Mar 2016), Best Team (Mar 2017), and served as Connectors team representing Oracle India.
- Oracle India

INTRODUCTION

**SIGNATURE SKILLS**

**REVENUE AND P&L IMPACT**

**TALENT DELIVERY SCALE**

**CORE FUNCTIONAL SKILLS**

BUY NOW

INTRODUCTION

**SIGNATURE SKILLS**

**REVENUE AND P&L IMPACT**

**TALENT DELIVERY SCALE**

**CORE FUNCTIONAL SKILLS**

BUY NOW

BUY NOW

BUY NOW

Group

Bank, leading end-to-end relationship-management and scaling S&T

equation and

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for consistent

for private banking

Funds and FIs,

first experiences akin to

—Introducing these as self-

page users outside the app

and usage metrics to

unique bond

products and

tion management, CIVD

every improvement,

ensuring each product team had a tailored go-

ing with client personas and financial needs.

new modules, enabling sales and reducing RM

s, and transparent investment journeys.

g Group to evolve into a digitally capable wealth

strategy.

Shivaji Agarwal built a strong foundation

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managing product training, advisory support, and

6/2013 - Apr 2015

planning and investment solutions. Consistently

strong, 12+ Dec 2012

products, and deepening wallet share across the

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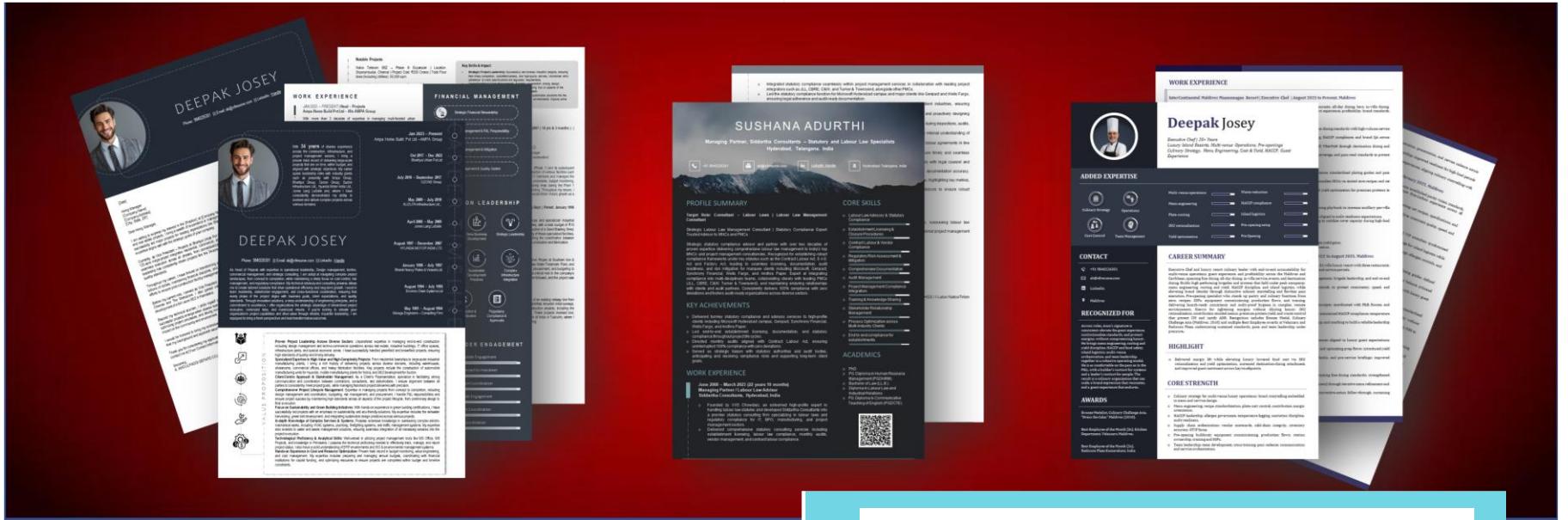
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# DR.RUSHIKA GUPTA

Academician, And Research Scholar With Over 15+ Years Of Experience



ab@xfresume.com | +91 9840226301 | Dubai, United Arab Emirates

## PROFILE

Dr. Esther is a seasoned academician, and research scholar with over 15+ Years of experience spanning higher education, leadership development, behavioural training, and strategic HR consulting. With a Ph.D. in Management and dual postgraduate qualification's in Human Resources, she brings a distinct combination of academic depth and industry pragmatism to every engagement.

As an academician and curriculum architect, Dr. Esther has led academic innovation across prestigious institutions in India, the Middle East, and Europe, delivering impactful instruction in Organizational Behaviour, Strategic HRM, and Employability Skills. She has supervised over 30 PhD scholars and 200+ postgraduate dissertations across global universities such as UCAM (Spain), LJMU (UK), and City University Malaysia, demonstrating a deep commitment to scholarly rigor and research mentorship.

Beyond academia, Dr. Esther is a globally engaged OD consultant and behavioural trainer, having spearheaded transformation initiatives for over a decade across sectors such as real estate, defense education, and technology. Through strategic consulting, she has helped organizations shift from hierarchical to agile models, instill performance cultures, and future-proof leadership pipelines.

With teaching affiliations across six countries, deep industry partnerships, and a research-led approach to academic excellence, Dr. Esther stands out as a dynamic scholar-practitioner committed to bridging the gap between theory and transformative practice.

## PUBLICATIONS

Her publications demonstrate an expanding influence across diverse areas of academic and applied research.

- "The Relationship between Sustainability Culture and Funding in the Nigerian Power Generation Sector" - *International Journal of Research and Innovation in Social Science (IJRISS)*, Vol. IX, Issue III, March 2025 | DOI: 10.4772/IJRISS.2025.90300400
- "Empowering Small and Medium Lubricant Businesses: A Strategic Framework for Sustainable Growth and Enhanced Competitiveness in Nigeria" - *American Journal of Industrial and Business Management (AJIBM)*, Vol. 15, No. 3, 2025 - DOI: 10.4236/ajibm.2025153024
- "Facebook and Its Impact on Teenagers in India" - *Galaxy International Multidisciplinary Research Journal*, Vol. 9, Issue 1, January 2020 - ISSN: 2278-9529
- "Commerce Students Preferring MBA Courses Over M.Com Courses in Bangalore" - *Galaxy International Multidisciplinary Research Journal*, Vol. 9, Issue 1, January 2020 - ISSN: 2278-9529
- "Consumer Buying Behaviour with Departmental Stores in Bangalore" - *Galaxy International Multidisciplinary Research Journal*, Vol. 9, Issue 1, January 2020 - ISSN: 2278-9529
- "Advertising and Its Adverse Effect on Young Adults in Central Bangalore" - *Galaxy International Multidisciplinary Research Journal*, Vol. 9, Issue 1, January 2020 - ISSN: 2278-9529
- "Population Explosion and Its Impact on the Job Market in Bangalore" - *Galaxy International Multidisciplinary Research Journal*, Vol. 9, Issue 2, May 2020 - ISSN: 2278-9529
- "Network Marketing and Its Impact on Their Customers in Bangalore" - *Galaxy International Multidisciplinary Research Journal*, Vol. 9, Issue 2, May 2020 - ISSN: 2278-9529
- "Work-Life Balance Among Faculties in B-Schools and Non-B-Schools in Bangalore" - *Galaxy International Multidisciplinary Research Journal*, Vol. 5, Issue 1, January 2016 - ISSN: 2278-9529

Her doctoral thesis titled "WorkLife Balance Among Academicians in B-Schools with Special Reference to Women in Bangalore" highlights her enduring interest in gender, workplace wellbeing, and academic labour dynamics.

## CORE SKILLS

- Academic Leadership
- Curriculum Innovation
- Doctoral Supervision
- Research Mentorship
- Organizational Development
- Change Management
- Behavioural Training
- Leadership Development
- Applied Research
- Thought Leadership
- Stakeholder Engagement
- Institutional Partnerships
- Student Empowerment

## PEDAGOGY

- Experiential and Industry-Linked Learning
- Doctoral and Postgraduate Research Supervision
- Blended and Flipped Classroom Delivery
- Case-Based & Reflective Teaching Methods
- Cross-Cultural Teaching Methodology
- Inclusive Learning & Reflective Practice
- Outcome-Based Education and Assessment
- Adult Learning and Executive Education
- Student Mentorship and Academic Advising

## EDUCATION

Doctor of Philosophy (Ph.D.) in Management - Tumkur University, Bangalore, India, 2019

*Thesis Title: Work-Life Balance Among Academicians in B-Schools with Special Reference to Women in Bangalore* - Tumkur University, Bangalore | May 2019

Master of Business Administration (MBA) - Human Resource Management - Alagappa University, India, 2010

Master of Social Work (MSW) - Human Resource Management - Christ University, Bangalore, India, 2007

Bachelor of Commerce (B.Com) - Bishop Cotton Women's Christian College, Bangalore, India

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