

Guntaas Lotay

Talent Partner

Bengaluru, India | [LinkedIn](#)

Over the last few years, I've realised that I enjoy improving hiring just as much as I enjoy hiring itself.

I still enjoy closing difficult roles, but I've found myself increasingly drawn to everything around the hiring process too - candidate experience, AI in recruiting, better sourcing strategies, process improvements, and building systems that make hiring easier for recruiters, hiring managers and candidates alike.

I'm happiest working with teams that care deeply about hiring and are willing to question, experiment and iterate instead of settling for "how it's always been done."

Outside work, you'll usually find me with a cup of coffee, watching a comfort movie for the tenth time, or out on a walk.

EXPERIENCE

Senior Recruiter - II

Feb 2023 — Apr 2025

Headout

Bengaluru

- Partnered with hiring managers and business leaders to deliver hiring across India, APAC, Europe and the US for Business, Growth, Finance, Brand, Supply Operations, Customer Operations and Engineering teams.
- Hired for business-critical roles including Founders' Office, Head of Business Finance, Growth Managers, Creative Producers, SDE-I/II, SDE-III and Engineering Managers.
- Redesigned and launched Headout's Candidate NPS program, increasing survey response rates by 8% and partnering cross-functionally to improve the end-to-end candidate experience, with a target uplift of 20 NPS points.
- Led the evaluation and migration of candidate assessment platforms (2023-24, and 2025-26), balancing recruiter experience and hiring quality with increased commercial ROI.
- Built AI-powered onboarding resources, sourcing calibration tools and recruiter playbooks to help new recruiters ramp faster and make more consistent sourcing decisions.
- Developed an AI-assisted candidate communication tool that generates personalised rejection emails using interview feedback, improving transparency and addressing a recurring Candidate NPS pain point.
- Designed a Slack-based reminder bot to improve interview feedback compliance on Greenhouse, helping capture timely, high-quality interviewer feedback and maintain a reliable hiring record.

Human Resources & Recruitment - Contract

Dec 2020 — Feb 2023

CoinSwitch Kuber

Bengaluru, Karnataka, India

- Delivered end-to-end hiring across Growth, Business, Finance, Product and Operations teams during a period of rapid company growth.
- Built outbound talent pipelines using LinkedIn, Instahyre, AngelList and other sourcing platforms for niche and high-demand roles.
- Designed and facilitated onboarding and induction programmes to help new hires integrate successfully into the organisation.
- Managed the Employee Referral Programme, maintaining a 32% conversion rate while improving employee participation.
- Led employer branding initiatives across platforms such as Glassdoor and AmbitionBox to strengthen CoinSwitch's talent brand.

Human Resources

Sep 2020 — Dec 2020

UVRobots

Bengaluru, Karnataka, India

- >Managed the end to end recruitment process
- >Networked and sourced candidates from various platforms
- >Developed a standardised selection process framework
- >Designed and conducted orientations for new hires
- >Conducted stay interviews to resolve ongoing employee concerns

Trainee Counsellor

Feb 2020 — Jun 2020

Indian Institute of Psychology and Research (IIPR)

Bengaluru, Karnataka, India

- >Conducted over 150 hours of counselling
- >Worked with clients across different age groups, genders, ethnicities and concerns
- >Worked in interpersonal, workplace and academic settings
- >Facilitated client awareness and growth to meet all objectives
- >Demonstrated the use of CBT, SFBT and REBT

Human Resources Intern

Oct 2019 — Nov 2019

Wipro 3D

Bengaluru, Karnataka, India

- >Developed a case study report outlining company culture for the top start-up organisations of India as named by LinkedIn, 2019
- >Networked and managed relationships with over 15 organisations being studied
- >Conducted 12 semi structured interviews to study organisational functioning
- >Devised techniques to refine company culture at Wipro 3D

Counselling Intern

Kochhar Psychiatry Clinic

Jun 2016 — Jun 2016

New Delhi, Delhi, India

>Carried out case history interviews for clients under the supervision of the head counsellor

>Developed and delivered a workshop on Assertiveness Training for clients with specific needs

>Identified symptomology and engaged in case discussions

EDUCATION

Bangalore University

Jan 2018 — Jan 2020

Master of Science - MS in Counseling Psychology

Indian Institute of Psychology and Research

Delhi University

Jan 2015 — Jan 2018

Bachelor of Arts (Honours) in Psychology

Mata Sundri College for Women

CERTIFICATIONS

edX Verified Certificate for The Foundations of Happiness at Work, edX

Nov 2020

Silver Medalist, Indian Institute of Psychology and Research, Bangalore

Sep 2020

Bronze Medalist, Indian Institute of Psychology and Research, Bangalore

May 2019

Career Counselling, Innominds Academy

Sep 2018

SKILLS

LinkedIn Recruiter · Greenhouse Software · Claude Cowork · Artificial Intelligence (AI) · Replit · Process

Improvement Projects · Employer Branding · Recruiting · Candidate Experience · Technical Recruiting · Prospection

· Greenhouse · Global Talent Acquisition · Full-life Cycle Recruiting · Strategic Negotiations · Applicant Tracking

Systems · Talent Branding · Sourcing · Research