

# RUPALI PATWA

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## EDUCATION

|                |                                                                                                                                                                                                                                                                               |              |
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| 2026 - May 202 | <b>SCHOOL OF PROFESSIONAL STUDIES   NEW YORK UNIVERSITY</b><br><i>Master of <b>HCAT</b> (Human Capital Analytics and Tech), May 2027/ <b>Ongoing</b> GPA: 4.0/4.0</i><br>Reporting Analytics, Lead with Talent Strategy, Workforce Planning, Business Strategy and Consulting | New York, NY |
| 2012 - 2016    | <b>BANASTHALI UNIVERSITY</b><br><i>Chemical Engineering  GPA: 7.01/10.0</i><br>Modeled complex systems, optimized variables, and translated data into process decisions.                                                                                                      | India        |

## EXPERIENCE

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| 2025 - 2025 | <b>META</b><br><b>Recruiter (IC5)</b> <ul style="list-style-type: none"><li>Led hiring for Reality Labs and Enterprise Engineering across Singapore, India and London, closing 30+ AI/ML and Software Engineer roles for GenAI initiatives in two quarters against a one-year plan, while helping transition the build from a conventional ATS to an AI-powered hiring tool through hands-on user acceptance testing.</li><li>Partner directly with senior executives (Directors, VPs, and cross-functional leaders) to define critical hiring priorities, influence workforce planning, and execute executive-level hiring strategies for IC5, IC6, IC7, M1, M2 level hires.</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Singapore        |
| 2023 - 2024 | <b>WALMART</b><br><b>Senior Talent Acquisition Specialist – Generative AI</b> <ul style="list-style-type: none"><li>Led 4 recruiting coordinators to close 4+ executive hires across Replenishment, CX, Supply Chain and Sam's club, sourcing through Google X-ray, GitHub, Stack Overflow and Twitter.</li><li>Strengthened internal hiring and career mobility, lifting diversity tracking by 30% and reducing outside hiring by about 20% through succession planning and</li><li>Stood up a specialized GenAI team of 40 from a blank slate in 7 months, a true 0-to-1 build, headhunting passive candidates with niche skills in LLMs, RAG, MLOps and data engineering through Kaggle, X-ray searches and referrals.</li></ul> <b>Talent Acquisition Specialist – Sam's Club and Customer Experience</b> <ul style="list-style-type: none"><li>Hired 240+ professionals from SDE III to L7 across tech and non-tech roles, including Backend, Frontend, Mobile, DevOps, Data, GenAI, Product and Engineering Managers.</li><li>Sourced and hired Walmart IDC's first LGBTQ+ employee through community platforms and inclusive job boards, then led recruiter awareness sessions to ensure a fair, welcoming onboarding.</li></ul> | Bangalore, India |
| 2020 - 2022 | <b>CONNECTWISE, LLP - SAAS BASED COMPANY</b><br><b>Senior Technology Recruiter (CoVID-19)</b> <ul style="list-style-type: none"><li>Partnered with the Platform and Security team through regular virtual check-ins and close stakeholder alignment, working past remote hiring challenges to close 120 hires across multiple levels and lateral roles.</li><li>Strengthened employer branding through targeted hackathons and coding contests, improving candidate experience and pipeline quality, and lifting candidate satisfaction by 25% and application volume by 22%.</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Pune, India      |
| 2016 - 2020 | <b>APTASK (IT CONSULTING &amp; STAFFING)</b><br><b>Senior IT Recruiter</b> <ul style="list-style-type: none"><li>Placed 30 engineering professionals - US citizens and H1B holders for Software Engineers, ML and Data Scientists roles across Java, Python and cloud stacks, exceeding annual placement targets in under a year.</li><li>Managed Apple and Google accounts across the Bay Area and East Coast, closing high-stakes roles with hard-to-fill US clearance requirements, and partnering with Engineering and HR leadership to cut offer decline rates by 30% through closer candidate engagement and clearer expectation-setting.</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Pune, India      |

## ADDITIONAL DATA

- Achievement:** Received 4 times company-wide recognition at Walmart and ConnectWise for independently managing a high friction stakeholder relationship and delivering on recruiting targets without missing a cycle.
- ATS:** Greenhouse, iCIMS, Workday | **Sourcing:** conventional and boolean | **Analytics:** Tableau, Jamovi | **Automation:** Make.com, Power Automate | **AI tools:** Seismic, Findem, HireEZ, Eightfold AI, Notion AI.