Pragnesh Gourav Sahu

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Education

Indian Institute of Technology Patna — Patna, Bihar, India
Bachelor of Business Administration in Human Resources — *Sep. 2024 – Present*

Experience

Human Resources Consulting Intern — Jan. 2026 – Feb. 2026
Mercer (Marsh McLennan) — *Tokyo, Japan*

- Analyzed workforce, compensation, and job architecture datasets across India and Japan using Mercer's internal CRM, skills library, and job library to generate actionable workforce insights.
- Conducted compensation benchmarking and Compa-Ratio analysis using Japan Total Remuneration Survey data to assess employee pay positioning against market reference points.
- Calculated employee engagement dimension scores from survey data and synthesized findings into structured recommendations for the Engagement Survey team.
- Built a reusable Power BI reporting template to standardize HR analytics, automate recurring visualizations, and improve consistency across client-reporting workflows.
- Presented workforce insights through four internal stakeholder reviews and one final external client presentation.

Founder's Office Intern – People & Operations — Aug. 2024 – Dec. 2025
Alltius AI — *Bengaluru, India (Remote)*

- Managed full-cycle recruitment for software engineering and business roles, covering requisition intake, job posting, sourcing, screening, interview scheduling, candidate tracking, and offer closure.
- Hired nine executives within 15 days by establishing structured sourcing channels, screening criteria, interview stages, feedback timelines, and offer-tracking workflows.
- Reduced software engineering hiring turnaround time from 60 days to 20 days, a 67% improvement, by streamlining interview scheduling, hiring-manager feedback, and candidate follow-ups.
- Administered recruitment workflows in Ashby ATS, maintaining candidate records, stage-level pipeline accuracy, interview status, rejection reasons, and hiring reports.
- Built multi-channel sourcing pipelines through LinkedIn, Indeed, Wellfound, employee referrals, and targeted job portals for technical and non-technical positions.
- Vibe-coded an in-house candidate management system using Claude Code and deployed it on Vercel, centralizing candidate records, recruitment stages, interview updates, and hiring-team follow-ups.
- Coordinated onboarding documentation, joining formalities, calendars, and cross-functional communication to support a structured candidate-to-employee transition.

Founder's Office Intern – Marketing & People Operations — Dec. 2023 – Aug. 2024
The Corporate Institute — *Kolkata, India (Remote)*

- Managed end-to-end recruitment for five Chartered Accountants through LinkedIn, CA-focused WhatsApp groups, professional referrals, and targeted sourcing channels.
- Reduced recruitment turnaround time from 35 days to 15 by introducing structured screening, centralized candidate tracking, and time-bound interview follow-ups.
- Used Lever ATS to manage candidate applications, recruitment stages, interview schedules, hiring-team feedback, and candidate communication throughout the selection process.
- Designed and deployed an employee engagement survey using SurveyMonkey, analyzed response data, identified recurring themes, and consolidated findings for management review.
- Managed founder calendars, stakeholder meetings, operational workflows, and follow-ups for strategic business and people-related initiatives.
- Streamlined LMS and CRM workflows, reducing average response time from 24 hours to under two hours.

Leadership & Positions of Responsibility

Marketing Coordinator 2024 – 2025
Entrepreneurship Cell, IIT Patna *Patna, Bihar*

- Led a 22-member organizing team for a flagship entrepreneurship summit, defining workstreams, assigning responsibilities, monitoring execution, and coordinating speaker and stakeholder communication.
- Managed coordination across marketing, outreach, partnerships, and event operations to ensure timely delivery of campaign and event milestones.

Marketing & PR Sub-Coordinator 2024 – 2025
Anwesha, IIT Patna *Patna, Bihar*

- Led a nine-member team responsible for public relations, media outreach, campaign execution, and external communication for large-scale campus events.
- Supported partnership coordination with brands including Myntra and Red Bull, managing stakeholder communication and brand deliverables.

Skills & Certifications

Talent Acquisition: Full-Cycle Recruitment, Technical Hiring, Candidate Sourcing, Screening, Interview Coordination, Offer Management, Candidate Experience
People Operations: Onboarding, Employee Engagement, Survey Design, Stakeholder Management, HR Reporting, Process Improvement
HR Analytics: Compensation Benchmarking, Compa-Ratio Analysis, Recruitment Metrics, Employee Survey Analysis, Dashboard Reporting
ATS & HR Tools: Ashby ATS, Lever ATS, SurveyMonkey, HubSpot, Notion, Asana
Technology & Analytics: Claude Code, Vercel, Microsoft Excel, Power BI, Microsoft PowerPoint, Google Workspace
Sourcing Platforms: LinkedIn, Indeed, Wellfound, Professional Communities, Employee Referrals
Certifications: NCFM Fundamental Analysis; NISM-Series-V-A Mutual Fund Distributors Certification
Languages: English, Hindi, Odia, Japanese (N5), German (A1)

Achievements

Secured AIR 49 in the IITPSAT examination.

Secured 3rd Rank in a State-Level Archery Competition.

Government of Odisha Merit Scholarship, awarded twice in Classes 3 and 5 for academic performance.