

Position	Talent Acquisition - Executive
Company	VST Tillers Tractors Limited
Location	Bangalore
Reporting Relationship	HR Manager
Website	https://www.vsttractors.com/
To apply share cv to	praveenkumar.s@vsttractors.com

VST Tillers Tractors Ltd (VTTL) - A Leading Force in Indian Agriculture

VST Tillers Tractors Ltd (VTTL) is a household name in Indian agriculture, a legacy brand established in 1967 and part of the well-respected VST Group, founded in 1911. As a publicly traded company, VTTL is committed to transparency and accountability.

Market Leadership and Innovation:

VTTL holds a dominant position in the power tiller segment and enjoys a strong presence in the 4WD compact tractor market, boasting a 75% market share for power tillers in India. Driven by a passion for innovation, VTTL consistently develops and manufactures high-quality agricultural equipment designed for Indian farms. Their machines, built with robust materials and advanced engineering, ensure reliability, minimal maintenance, and consistent performance across diverse agricultural landscapes.

Extensive Product Portfolio:

VTTL offers a comprehensive range of agricultural equipment catering to the needs of small and medium-scale farmers. Their product line includes tractors, power tillers, diesel engines, and other essential farm implements. Their offerings cover a power range of 2 HP to 50 HP, catering to various farming applications. Notably, VTTL is a pioneer in the 4WD compact tractor segment, offering manoeuvrability and power for demanding tasks.

Strong Nationwide Presence:

VTTL has a robust national presence with three manufacturing units strategically located across India. They have established a vast network of over 1,200+ dealers, 6,200+ retailers, and 85 spare parts distributors to ensure easy access to their products and services for farmers throughout the country.

Global Recognition:

VTTL's success extends beyond Indian borders. They have established a strong international presence, exporting their equipment to over 40 countries across Europe (EU - 17 countries, brand name VST FieldTrac), Africa (19 countries), Latin America (4 countries), and Asia (3 countries). This global reach signifies the trust and value their products hold in the international agricultural market.

Core Values:

VTTL operates with a set of core values that guide their business practices and interactions:

- **Customer Centricity:** Making every interaction with farmers valuable and meaningful.
- **Integrity:** Upholding ethical conduct in all business dealings.
- **Synergy:** Building a collaborative environment for collective success.
- **Speed:** Embracing agility and responsiveness to market demands.
- **Stretch:** Continuously striving for improvement and exceeding expectations.
- **Go Green:** Promoting sustainable practices and environmental responsibility within the agricultural sector.

VTTL's commitment to quality, innovation, and farmer-centricity has solidified their position as a leading force in Indian agriculture. Their dedication to ethical practices and environmental responsibility further strengthens their reputation as a responsible and sustainable company.

Talent Acquisition Executive

Experience: 2–5 years

Department: Human Resources

Location: Mahadevapura, Bangalore

About the Role

The Talent Acquisition Executive is responsible for managing the end-to-end recruitment process to ensure timely hiring of skilled and culturally aligned talent. The role involves sourcing, screening, coordinating interviews, negotiating offers, and ensuring a smooth onboarding experience.

Key Responsibilities

1. Talent Sourcing & Outreach

- Source candidates through job portals, social media, employee referrals, and recruitment agencies.
- Build and maintain a strong candidate pipeline for current and future roles.
- Post job openings on various platforms and manage responses.

2. Screening & Assessment

- Review resumes, shortlist candidates, and conduct initial HR screening calls.
- Evaluate candidates based on skills, experience, and cultural fit.
- Coordinate technical/functional interviews with hiring managers.

3. Interview Coordination

- Schedule interviews and ensure seamless communication between candidates and interview panels.
- Follow up with interviewers and ensure timely feedback.

4. Offer Management

- Handle salary discussions within approved budgets.
- Prepare and roll out offer letters.

- Maintain documentation and records of candidate evaluations.

5. Recruitment Process Management

- Ensure adherence to recruitment SLAs and timelines.
- Track and report recruitment metrics such as TAT, source effectiveness, and hiring conversion.
- Maintain candidate database and trackers.

6. Employer Branding & Candidate Experience

- Promote company culture to potential candidates.
- Ensure a positive experience throughout the hiring process.

Skills & Qualifications

- Bachelor's degree in HR/Management or related field.
- 2–4 years of experience in end-to-end recruitment.
- Strong sourcing skills (Naukri, LinkedIn, Indeed, referrals, etc.).
- Excellent communication and interpersonal skills.
- Ability to multitask and manage multiple requirements at once.
- Good understanding of hiring trends and market insights.