



## KUMAR SUMIT

**Doer**  
DISC Type : sd

**Asst. Manager – Talent Sourcing & Acquisition at Daten Technology Solutions**  
Noida, Uttar Pradesh, India

### Overview

Kumar Sumit is the Assistant Manager of Talent Sourcing & Acquisition at Daten Technology Solutions, where he leads end-to-end hiring for senior technical and telecom roles. He holds a BTech in Computer Science from Amity University. Colleagues describe him as highly efficient, resilient, results-driven, and a collaborative team player.

He recently earned a certification in AI-Powered Talent Acquisition and actively posts about the nuances of the recruiter-candidate relationship, offering advice for better alignment.

An impactful fact is that Sumit has been recognized for stepping up to seamlessly manage his entire team in a managers absence, showcasing his leadership and resilience.

### Personality Overview

**Long-term Focused**      **Deliberate Doer**      **Strategic Planner**

Reading between the lines and seeing beyond your words comes naturally to them. They might take some time to make their mind up but once they do, they don't change it easily. They are very professional in their approach and can weigh multiple perspectives together.

### Topics They Care About

**AI in Recruitment**  
He is certified in "AI-Powered Talent Acquisition" and actively recruits for roles in Machine Learning, Generative AI, and LLMs.

**Stakeholder Management**  
His roles consistently involve working closely with business leaders to align on hiring priorities, forecasting, and managing complex delivery timelines.

**Candidate Engagement**

He shares insights on his public feed about improving communication and setting clear expectations between recruiters and candidates to ensure alignment.

### Scalable Hiring

His professional summary emphasizes an approach focused on creating and implementing scalable hiring strategies to meet diverse technical requirements.

### Team Leadership

His profile highlights "Team Building" as a key skill, and he has been recommended for his ability to lead his team effectively, even in a manager's absence.



## Media Appearances

Kumar has no verified media appearances

## Work History

- 12-2024  
Asst. Manager – Talent Sourcing & Acquisition at Daten Technology Solutions
- 2-2024 - 12-2024  
Senior Talent Acquisition Specialist at Infinite Locus
- 7-2021 - 1-2023  
Senior Talent Acquisition Specialist at Capgemini
- 7-2019 - 6-2021  
Senior Talent Acquisition Specialist at AgreeYa Solutions
- 5-2017 - 8-2018  
Technical Recruiter at Net2Source Inc.

## Education

- 2013 - 2017  
Bachelor's of Technology from Amity university

## More Information

### Social Presence :



### Prographics :

Exp : **6** Location : **Noida, Uttar Pradesh, India** Job Level : **Middle**

Designation : **Asst. Manager – Talent Sourcing & Acquisition at Daten Technology Solutions**

# Insights For Selling To Kumar

## 👉 During A Call Or A Meeting

### DO's

- Suggest clear next steps with confidence, don't be vague or hesitant
- Come across as a trustworthy professional and be respectful, they usually know their game
- Focus on the results that your product produces, expect some strategic questions in return

### DONT's

- Don't get into pricing discussions early on, steer conversation towards proven results
- Don't take their patience for granted, avoid long-winding sermons
- Don't go over them unless you are left with no other option

## 👉 When Cold Calling

### Insights

**Pattern Interrupt:** A polite and formal approach, that doesn't sound over-friendly or too aggressive makes it hard for them to say no to you.

**Pace:** Slow down a little bit, especially if you are fast usually. Sound like a 'calming break from the day' person.

**Tone:** Keep your tone calm and soothing, as if you are giving a stranger advice on a critical matter.

**Tactics To Win:** Use of social proof, FOMO, repeating their name

**Mistakes To Avoid:** Strong words, over-confidence, informal language

**Making The Ask:** Formally, respectfully request their time. They find it quite hard to say no (Compared to Dominant or Calculative types for eg)

**Subconscious Driver:** They are change-averse by default. Hence a FOMO laden pitch can jolt them into action.

### Script

**Greeting:** Good morning/evening Kumar, how are you? This is [user\_fname] at [user\_companynamewordstwowords].

**Opener:** You are of course busy, would it be ok for me to take 30 seconds of your time to explain why I have called today?

**Introduction:** My company has built an AI that predicts prospect's personality and behavior so that you can start building trust from the very first second that you meet them.

**Ask:** Kumar, companies like [abc], [xyz] have found it to be invaluable and adopted it already, it would be ok perhaps to put 15 minutes on your calendar to share why this could be valuable for you.

**Close:** If you are a morning person, then how does Tues or Wed look at [time]? And your email ID is [prospect\_email]?

## 👉 When Writing An Email

**Subject:** To the point, formal

*Example: Personalized sales funnel', 'Sales conversion' etc.*

**Salutation:** No

*Example: Skip 'Hi', 'Hey' etc., use only the first name*

**Greeting:** No

*Example: Skip lines like 'I hope you are doing well'*

**Emojis/GIFs:**

**Bullet Points:** Could use

**Closing Line:** Formally state your ask

*Example: Something like 'If you are available tomorrow, shall we discuss this?'*

**Complimentary Close:** None or standard

*Example: Something simple like 'Thanks', 'Regards', or nothing at all.*

**Tone of Words:** Confident with a formal touch

**Overall Messaging:** Focused on output

**Length of Mail:** Short

*Example: Maximum upto 100-120 words*

## 👉 While Negotiating & Closing

The secret to closing fast with Kumar is

- *Strong proof of impact and their conviction will matter the most, but they wouldn't want to act unilaterally either*

Will you ever get a clear answer from Kumar

- *They will say no if they are not convinced but you will have to prompt them.*

---

## Insights For Deal Planning

How Fast (Or Slow) Will Kumar Move?

- *They will want to understand things well but can move fast once they have a clear picture.*

Can Kumar Take Some Risk Or Not?

- *They have good risk tolerance but are likely to think it through once or twice.*

---

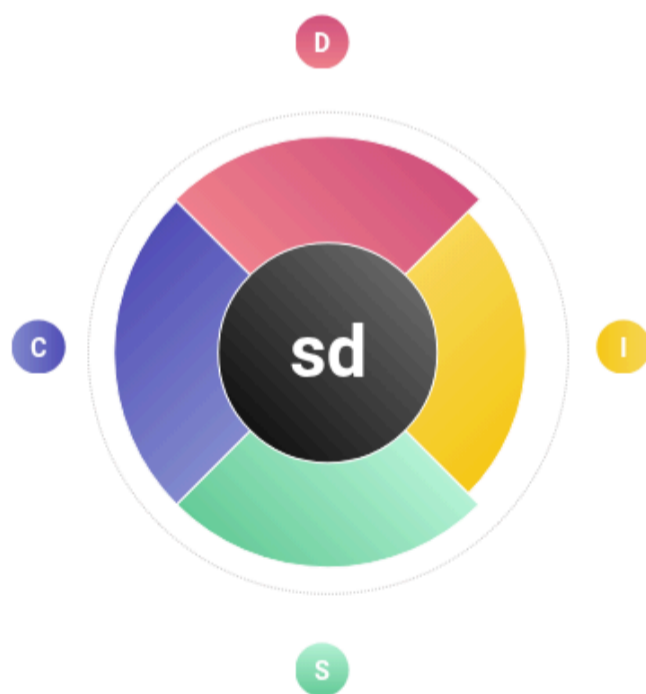
## You And Kumar

### Personality Compatibility

Not enough data to show compatibility comparison

---

## DISC Profile : Kumar's Key Traits



### STEADINESS

Steadiness(S) reflects the degree to which a person is likely to focus on cooperation, support and taking everyone along. Those scoring high tend to be consistent and calm, are excited about the opportunity to collaborate and partner and could sometimes be indecisive or overly accommodating.

### DOMINANCE

Dominance(D) reflects how goal and task oriented a person is and her ability to accomplish results, irrespective of how demanding the circumstances might be. Those scoring high tend to be motivated by winning, competition and success and can be described as direct, demanding and strong willed.