



SANDHYA UPPERLA

Critic
DISC Type : C

Senior Talent Acquisition Specialist at Qualcomm
Bengaluru, Karnataka, India

Overview

Sandhya Upperla is a Senior Talent Acquisition Specialist at Qualcomm, specializing in the semiconductor industry with a background in Computer Applications from Andhra University. Colleagues describe her as energetic, reliable, and dedicated, with strong skills in candidate engagement.

Based on her professional focus, Sandhya is deeply engaged with the latest advancements in technology, particularly within the hardware and semiconductor sectors. She actively seeks out top-tier talent to push the boundaries of innovation in these fields.

Unique fact: Sandhyas personal motto is to be both "A Value contributor & a game changer. "

👍 Personality Overview

Precise ROI Driven Critic

They like to do things independently and don't look for support from others. They are quite likely to negotiate on pricing or other key terms. They choose to analyze logically and value facts to emotions.

👍 Topics They Care About

- Semiconductor Talent**
Her entire career has been focused on recruiting for the semiconductor space, including specialized roles in VLSI, System Design, and Embedded SW.
- AI Hardware**
Actively recruits for Qualcomm's Hexagon NPU team, which is central to the company's AI computing capabilities, indicating a focus on next-generation AI processors.
- GPU and Video Design**
She frequently posts about hiring for specialized GPU design and video performance engineering roles, showing an interest in high-performance computing and graphics.

Hardware Engineering

Organizes and promotes hiring drives specifically for hardware engineering positions, demonstrating a core focus on building strong hardware teams.

Candidate Engagement

A colleague specifically highlighted her "good candidate engagement skills," suggesting this is a key value in her professional practice.



Media Appearances

Sandhya has no verified media appearances

Work History

- 5-2022
Senior Talent Acquisition Specialist at Qualcomm
- 7-2017 - 4-2022
Lead Talent Acquisition(Technical recruiting in Semiconductor space) at UST Global
- 11-2014 - 7-2017
Recruitment Specialist -Semiconductor at Roljobs Technology Services Pvt Ltd - Leaders in Social Media Recruitment
- 4-2014 - 11-2014
Talent Acquisition -Semiconductor at AdeptChips

Education

- 2006 - 2009
Master of Computer Applications (MCA) from Andhra University
- 2003 - 2006
BSC ELECTRONICS from Andhra University

More Information

Social Presence :



Prographics :

Exp : **11** Location : **Bengaluru, Karnataka, India** Job Level : **Junior**

Designation : **Senior Talent Acquisition Specialist at Qualcomm**

Insights For Selling To Sandhya

👉 During A Call Or A Meeting

DO's

- Leverage facts and figures wherever possible; use percentages, numbers etc.
- Don't forget to mention how you compare to competition on both features and pricing
- If you can, show them industry reports or analyst comments instead of sharing anecdotal stories

DONT's

- Make extra effort to not seem pushy or confrontational
- Don't rush them till they have clearly gotten all the necessary information
- Don't try too hard to build a relationship with them

👉 When Cold Calling

Insights

Pattern Interrupt: Speaking in a slightly hesitant manner, and seeking their permission at the start through a negation can get you a chance.

Pace: Speak slightly fast, especially if you tend to be calm and confident. Sound like a 'knows their domain' person.

Tone: Keep your tone slightly apprehensive, as if you are a little unsure about calling them.

Tactics To Win: Use of negations, giving full information

Mistakes To Avoid: Use of superlatives, overusing social proof

Making The Ask: Use negations, it is extra effective with them. It gives them a chance to say no, they like doing that.

Subconscious Driver: They believe they know a lot, so it needs to make sense as well as make them curious. They need to think that it is something worth investigation.

Script

Greeting: Hi Sandhya, this is [user_fname] at [user_companynamewordstwowords].

Opener: You probably don't want to be on this cold call, would it be a problem if I asked for 30 seconds of your time?

Introduction: My company has leveraged 30+ years of research to build an AI that can predict anyone's personality, behavior and decision-making style before you even spend a minute with them.

Ask: Companies like [abc], [xyz] have been able to move [KPI1] by X% and [KPI2] by Y%. Would it be too much to put 15 minutes on your calendar to share why this could be high ROI for you?

Close: Can I suggest [time1] on [date1]? Or would you prefer any other slots? And [prospect_email] would be the right email ID for you?

👉 When Writing An Email

Subject: Objective

Example: Getting personalization right, '40% increase' etc.

Salutation: Yes (Something usual)

Example: Use 'Hi' or only the first name

Greeting: No

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

Emojis/GIFs:

Bullet Points: Recommended

Closing Line: Logically summarize/ask

Example: Something like 'If these points make sense, shall we speak tomorrow?'

Complimentary Close: None or formal

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

Tone of Words: Objective, informational

Overall Messaging: Focused on allaying doubts and ROI

Length of Mail: Short

Example: Ideally upto 100-120 words

👉 While Negotiating & Closing

The secret to closing fast with Sandhya is

- *Proven ROI, pricing and objective proof points are the factors that sway their decision.*

Will you ever get a clear answer from Sandhya

- *They are comfortable saying no if they are convinced that it is the correct decision.*

Insights For Deal Planning

How Fast (Or Slow) Will Sandhya Move?

- *They are neither the fastest nor the slowest decision makers, they are somewhere in the middle.*

Can Sandhya Take Some Risk Or Not?

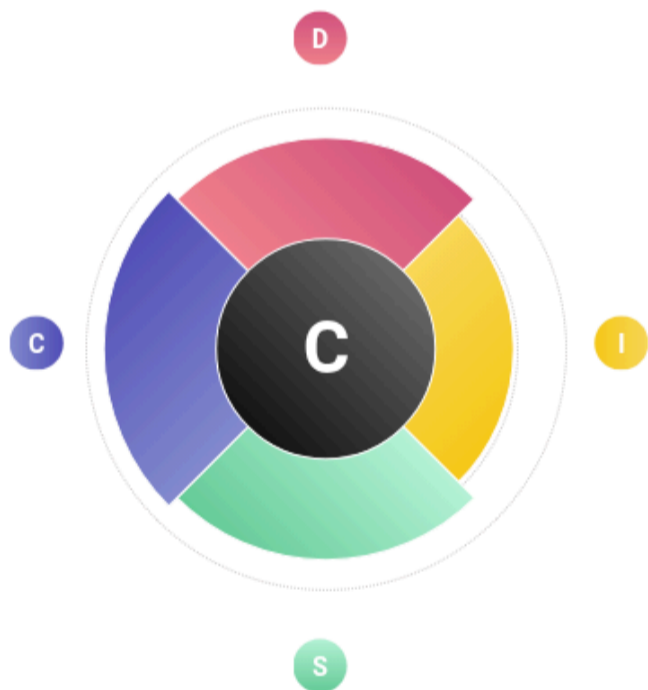
- *They can bear some risk if their analysis backs the decision.*

You And Sandhya

Personality Compatibility

Not enough data to show compatibility comparison

DISC Profile : Sandhya's Key Traits



CALCULATIVENESS

Calculativeness(C) reflects the degree to which a person is likely to be cautious, systematic and analytical. Those scoring high tend to emphasise quality and accuracy, enjoy showing off their expertise or challenging assumptions but can sometimes overanalyze things and be overcritical.