

# Nidhi Chauhan

Global Talent Acquisition/ Project Manager/ Recruiting Manager

Marseille, France

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## Languages

Hindi (Native)

German (Basic)

French (Fluent)

English (Native)

## About

8 plus years of extensive experience in full life cycle Talent Aquisition, Staffing at all levels in the Information Technology, and Consulting (Tech, Product, SaaS, Commercial, Utilities etc.) sector with a proven record of accomplishment in goal-oriented staffing, agency, consulting, RPO, corporate and business management across EMEA (Europe, Middle East & Africa) and North American regions.

### BRANDS WORKED WITH

- NC Consulting
- Amazon Web Services
- Research Partners LLP
- KPMG (TalentBurst Inc.)
- Google (Revolution Info Tech)
- Deloitte Eteam INC.
- Wipro Consulting (ITRex Corp)
- Microsoft | Arvato Bertelsmann

## Experience



### ● Service Delivery Manager

NC Consulting | Jun 2023 - Now

#### Responsibilities:

- Source and prescreen candidates, administer assessments and conduct extensive phone/video interviews across EMEA & NA.
- Collaborating with client Delivery Managers, RM's, HOD's, AM's to determine the scope of recruitment.
- Engaging in client deliverables and providing tailor made solutions for client recruitment activities.
- Responsible for talent mapping, talent pool development, recruitment service for multiple projects and clients
- Responsible for the delivery of effective recruitment and service.
- Perform daily research on job-boards, social media, LinkedIn, personal network of former colleagues, social groups, referrals etc.
- Industry: Tech, Product, Utilities

### ● EMEA Recruiter

Amazon Web Services | Nov 2022 - Mar 2023

#### Responsibilities:

- Utilize internal database, job boards, networking sites, social media to identify qualified candidates.
- Responsible for the delivery of effective recruitment and service in the EMEA region.
- Effectively build and maintain relationships with candidates and Hiring Managers across multiple organizations via phone, face-to-face interaction, and email conversations.
- Develop a plan for identifying needed resources including posting, sourcing, screening and other recruitment activities.
- Managed entire recruitment process from phone screens, coordination of interviews with hiring manager, Recruiting coordinators.
- Responsible for maintaining candidate experience and employer branding activities.
- Participated in Diversity, Equity & Inclusion initiatives and helped in successful implementation of the same.
- Build talent pools, talent pipelines, maintaining candidate experience, employer branding, diversity hiring, DEI initiatives, collaborating with HM's etc.
- Leveraging historical data of hiring, recruiting trends, success and matrix to determine the recruitment scope.
- Maintained recruitment, KPI's, SLA's and candidate experience data to determine performance within the teams and organizations.
- Understanding and drafting of benefits & compensation according to the role, level and region.

### ● Sr. Project Executive Researcher

Research Partners LLP | Aug 2021 - Jul 2022

Responsibilities:

- Source and prescreen candidates, administer assessments and conduct extensive phone/video interviews across Europe for Boston Consulting Group.
- Responsible for the delivery of effective recruitment and service.
- Perform daily research on job-board, social media, LinkedIn, personal network of former colleagues, social groups, referrals etc.
- Analyze position requirements and responsibilities.
- Develop a plan for identifying needed resources including posting, sourcing, screening and other recruitment activities.
- Utilize internal database, job boards, networking sites, social media to identify qualified candidates.

## ● **Team Lead Recruitment**

KPMG (TalentBurst Inc.) | Mar 2021 - Aug 2021

Responsibilities:

- Manage the logistics of all interviews between candidates and hiring managers.
- Developed and executed passive sourcing strategies to creatively attract top talent in the industry by using best sourcing techniques and tools.
- Managed a team of 6 members.
- Created and implemented the post interview feedback program successfully.
- Responsible for the delivery of effective recruitment and service.

## ● **Recruiting Manager**

Google (Revolution Info Tech) | Feb 2018 - Aug 2019

Responsibilities:

- Created the implementation of the organization's talent approach in the organization by aligning the recruitment strategy accordingly.
- Ensured a positive candidate experience and delivering high levels of candidate care throughout the on-boarding process.
- Led multiple recruitment projects.
- Managed a team of 10 members.
- Designed recruitment strategies, scope and oversaw the execution in the right direction.
- Ensured that recruitment process is aligned with company's business direction and processes both globally and locally.
- Developed and implemented all employee procedures as well as employee handbook.
- Established a strong network of preferred recruitment staffing providers on competitive rates across the region.
- Developed the use of appropriate assessment tools for both external hires and internal moves.
- Ensured internal processes are appropriate for communicating career opportunities and facilitating career moves within the company.
- Introduced recruitment of trainees and apprentices and in establishing links with schools and further education.
- Ensured that organization's possesses up to date market intelligence on rates and benefits within which we operate.
- Positively raised profile of company's employer brand on Indeed, Glassdoor, LinkedIn, etc.
- Established and managed an external talent pool of potential candidates to maximize the opportunity to recruit best candidates.
- Partnered with HR colleagues on creation and implementation of programs and services.
- Maintains memberships and affiliations with trade/professional organizations related to industry competencies
- Communicates important employment information during delivery of employment offers (e.g., benefits, compensation, non-compete agreements).
- Conduct employee complainants and investigations.
- Responsible for promoting positive company culture by planning regular events to support team collaboration and celebrations of key initiatives achieved. ATS: JobDiva/Bull Horn VMS: BeeLine, IBM Kenexa, SAP FieldGlass

## ● Project Recruiting Lead

Deloitte Eteam INC. | Dec 2015 - Dec 2017

Responsibilities:

- Experience developing and executing passive sourcing strategies to creatively attract top talent by using sourcing techniques and sites.
- Manage 30 + requisitions at any given time.
- Managed a team of 8 members.
- Created the recruitment process from the scratch and successfully implemented it in the organization.
- Created and implemented incentive plans and Performance Management program.
- Built and implemented pro-active sourcing system in the organization.
- Designed recruitment strategies, scope and oversaw the execution in the right direction.
- Led multiple recruitment projects in several locations across the US.
- Executed programs and managed data in real time to measure the success.
- Provided complete and accurate information to candidates about the company and position by demonstrating and promoting the principals of company's mission, vision and values.
- Sourced and prescreened candidates, administered assessments and conducted extensive phone interviews across Europe and North American regions.
- Managed the presentation, selection offer, negotiated, closed and each job offer.
- Instrumental in establishing a co-op/internship program by collaborating with leading Colleges and Universities throughout the country by building a strong company brand during career fairs, on campus interviews and classroom presentations.
- Communicated with hiring managers to determine personnel needs, scheduled interviews, pre-hire activities and on-boarding.
- Strong analytics with ability to create, measure, and scale the right workflow between candidates, hiring managers, and the recruiting team.
- Ensured all hiring procedural steps were completed in a timely manner to include paperwork, drug screens and background investigations.
- Developed and implemented all employee procedures as well as employee handbook.
- Aided in the implementation of a "New Hire" follow-up program to better retain new employees and conducted weekly follow-ups with field and site management to determine the effectiveness of recruiting and retention plans.
- Implemented new strategies for retention in all job classifications; statistical analysis of the same.
- Involved with compensation strategies, annual review processes.
- Presented benefit open enrollment to all employees explaining all options including 401(k). ATS: JobDiva VMS: Taleo, Synergy, GBAMS

Achievements:

- Promoted Twice in less than 6 months.
- Continuous Incredible Performer.

## ● Technical Recruiter

Wipro Consulting (ITRex Corp) | May 2014 - Dec 2015

Responsibilities:

- Experienced in full-cycle recruitment for a wide range of technical positions, interviewing and pre-screening of candidates, working with account managers and hiring managers, organizing and facilitating interviews and interview lineups, negotiating rates, reference/background checks and job postings.
- Perform daily research on social media and job-boards i.e. LinkedIn, Naukri, Monster, TechFetch, Dice, Job Diva, Tracker RMS and personal network of former colleagues in the Network, System, Database, Project Management and Infrastructure spaces to identify appropriate candidates and qualify skill sets to match client requirements.
- Analyze position requirements and responsibilities, and identify other needs within the client's organization.
- Develop a plan for identifying needed resources including posting, sourcing, screening and other recruitment activities.

- Actively recruit for candidates nationwide for contract, contract-to-hire, and permanent positions.
- Utilize internal database, job boards, networking sites, social media to identify qualified candidates.
- Effectively build and maintain relationships with candidates via phone, face-to-face interaction, and email conversations.
- Successfully meet client budgets through strong negotiation of pay rate with candidates.
- Responsible for time management and organization of the pipeline and ensuring quick and efficient placement of qualified applicants.
- Build strong relationships with Account Managers and Clients through discussing the details of qualified candidates.
- Specialties: Sourcing Techniques, Boolean Search String, Recruiting, Candidate Management, Networking, Negotiating, Closing. ATS: JobDiva, Tracker RMS VMS: GBAMS, Synergy

## Education & Training

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2021

- **KEDGE Business School**

Msc. International Business,

- **Aix-Marseille University**

Diploma in French Language and Culture,

2013

- **MRIU**

Bachelor of Arts,