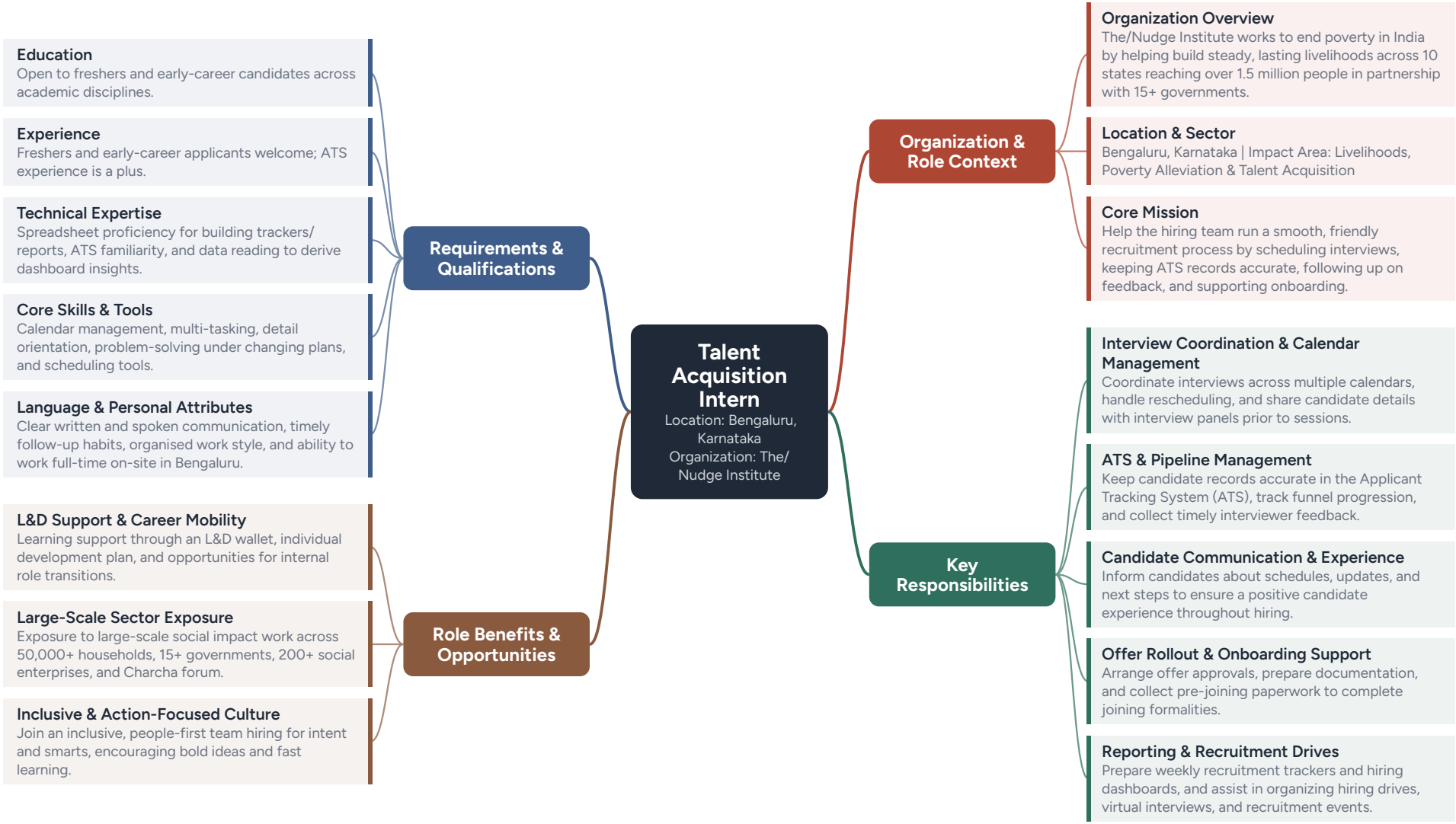
The/Nudge

Intern - Talent Acquisition, People & Culture in Bengaluru | The/Nudge Institute

Bengaluru, Karnataka · internship · entry level · Competitive

Application Assist →

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Skills this role needs

Interview Scheduling	Applicant Tracking Systems	Written and Verbal Communication	Documentation	Data Interpretation

Job description

The/Nudge Institute

The/Nudge Institute works to end poverty in India by helping people build steady, lasting livelihoods. It works with women, farmers, tribal communities and young people on rural development, farming, skills training and economic inclusion, in partnership with more than 15 central and state governments. Its work spans 10 states and reaches over 1.5 million people today, on the way to serving 25 million Indians. Through its incubator, accelerator and grand challenges, it has supported more than 200 social entrepreneurs, and it is backed by over 130 philanthropists, 40 companies and 15 foundations. This role sits within The/Nudge Institute's People & Culture team, which finds, hires and welcomes the people who carry this work forward.

Role

As a Talent Acquisition Intern, you will help the hiring team run a smooth and friendly recruitment process. You will schedule interviews, keep candidate records accurate, follow up with interviewers and make sure every candidate knows what is happening and what comes next. You will also help with offers, joining paperwork and weekly hiring reports, and learn how recruitment works inside a large social impact organisation.

Responsibilities

- Coordinate interviews between candidates, interviewers and hiring managers, and handle any rescheduling across several calendars.
- Share all the candidate details interview panels need before each interview.
- Keep candidate records accurate and up to date in the Applicant Tracking System (ATS).
- Track how candidates move through each stage of hiring.
- Follow up with interviewers to collect their feedback on time.
- Tell candidates about interview schedules, updates and next steps, so every candidate has a good experience.
- Support offer rollout by arranging approvals and preparing documents.
- Help with pre-joining tasks such as collecting documents and completing joining formalities.
- Prepare weekly recruitment trackers and hiring dashboards.
- Organise hiring drives, virtual interviews and recruitment events.
- Help the Talent Acquisition team with other hiring-related admin tasks.

Requirements

- Freshers and early-career candidates are welcome to apply.
- Able to work full time from Bengaluru.
- Clear written and spoken communication, with the habit of replying and following up on time.
- Comfortable managing calendars and scheduling meetings for several people at once.
- Careful with records and documents, and able to keep information accurate.
- Comfortable using spreadsheets to build trackers and simple reports.
- Able to read data and turn it into simple, useful insights for a dashboard.
- Organised and able to handle many tasks and deadlines at the same time.
- Good at solving problems when plans change at short notice.
- Experience with an Applicant Tracking System (ATS) is a plus.

Benefits

- Learning support through an L&D wallet and an individual development plan.
- Chances to move into other roles inside the organisation.
- A people-first culture that hires for intent, attitude, smarts and skills, in that order.

- Exposure to large-scale work across 50,000+ households, 15+ governments, 200+ social enterprises and Charcha, India's largest social sector forum.
- An action-focused team where you can try bold ideas and learn fast.
- An inclusive workplace that welcomes people of every religion, caste, gender identity or expression, sexual orientation, ethnicity and age.

Apply

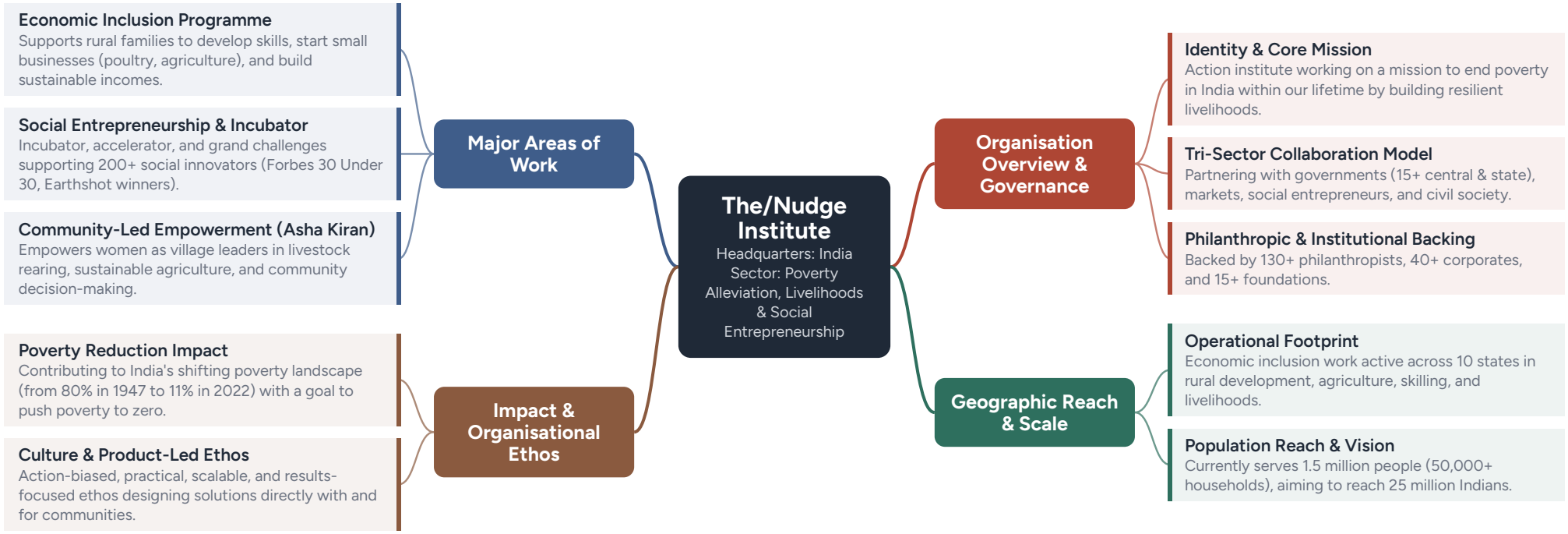
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About the organisation

The/Nudge

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About The/Nudge

The/Nudge Institute

Youtube Video >

The/Nudge Institute is an action institute on a mission to end poverty in India within our lifetime. The organisation believes that a poverty-free India is not just a dream but an achievable goal, provided governments, markets, and civil society work together. Their approach is rooted in collaboration and practical action. The team partners with state governments, social entrepreneurs, and grassroots communities to design and deliver programmes that make a real difference. Their work focuses on three key areas: economic inclusion, social entrepreneurship, and community empowerment.

Through its Economic Inclusion Programme, The/Nudge supports families in rural India to develop new skills, start small businesses, and build sustainable incomes. Women like Anjani and Sarita from Jharkhand have transformed their lives, moving from daily wage labour to running their own poultry and vegetable businesses, and even building new homes for their families. Stories like these are at the heart of The/Nudge's impact. The organisation also plays a key role in nurturing social entrepreneurs. By providing mentorship, resources, and a platform to scale up, The/Nudge helps innovators like Manu and Kritika turn their ideas into solutions that reach thousands of people. The focus is always on what works in the real world—programmes and businesses that are practical, scalable, and truly help people move out of poverty.Images courtesy: The/Nudge website

Community-led initiatives are another pillar of The/Nudge's work. Projects like Asha Kiran empower women to become leaders and decision-makers in their villages, teaching others about livestock rearing and sustainable agriculture. These efforts not only increase incomes but also build confidence and recognition for women in their communities. The/Nudge's impact is reflected in India's changing poverty landscape. In 1947, 80% of Indians lived in poverty. By 2022, that number had dropped to 11%. The/Nudge is determined to help push this number to zero, working alongside partners at every level to make it happen. The organisation's ethos is one of partnership, innovation, and relentless focus on results. The team believes that ending poverty is possible when solutions are designed with, and for, the people they aim to serve. By combining rigorous research, on-the-ground experience, and a collaborative spirit, The/Nudge is helping to create a future where every Indian can live with dignity and opportunity.Know more about the team & the work they do

For anyone passionate about social change, The/Nudge Institute is a place where ideas turn into action, and action leads to lasting impact. The journey towards a poverty-free India is challenging, but with commitment and collaboration, The/Nudge is proving that it is within our collective reach.

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