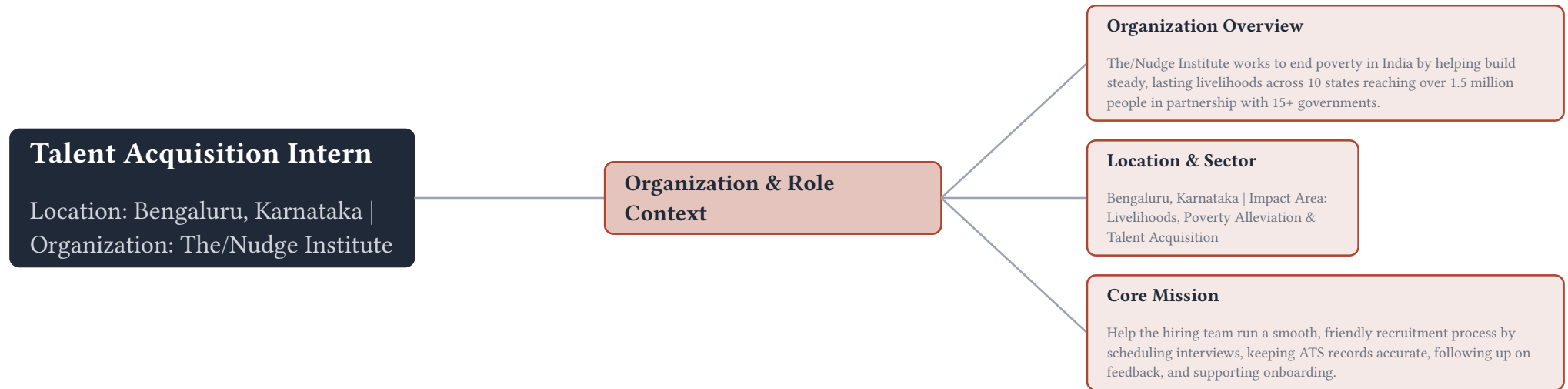


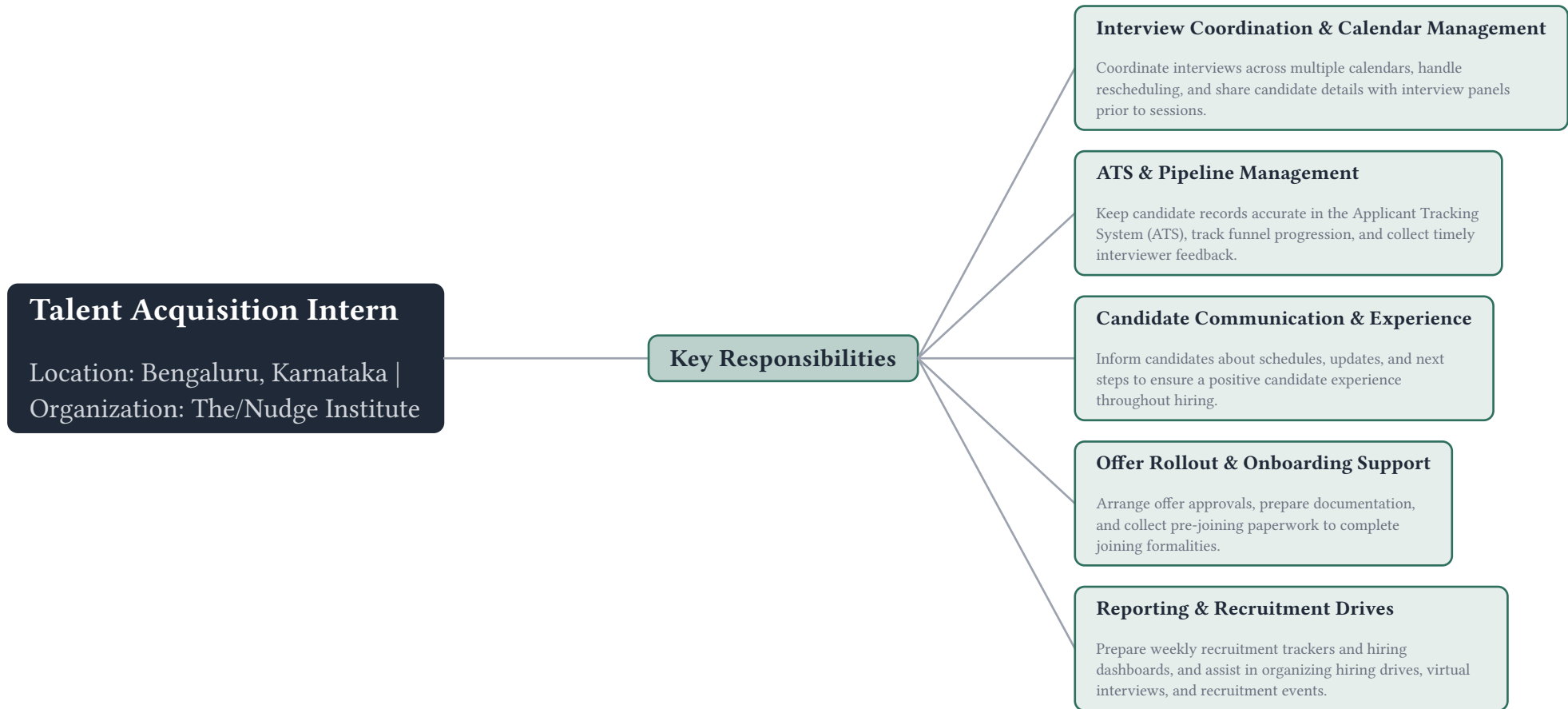


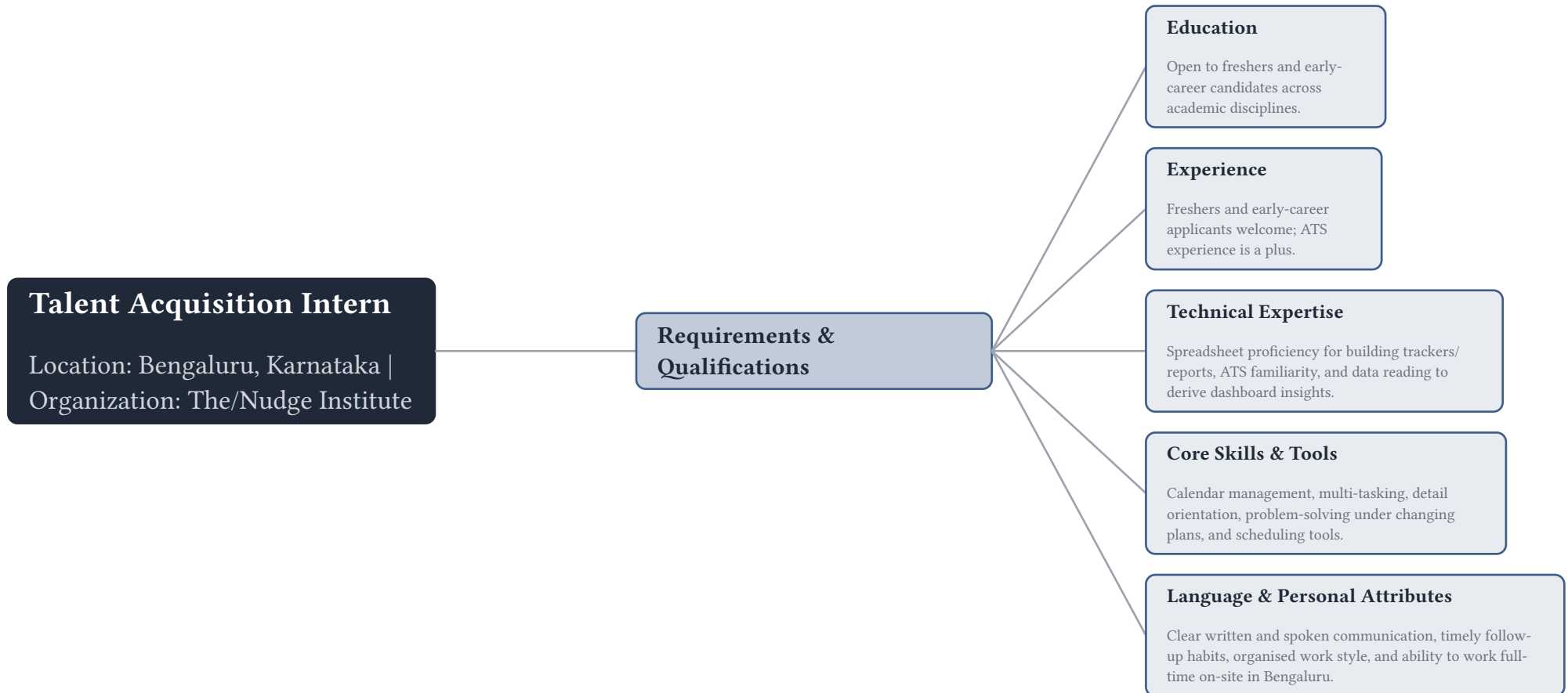
Talent Acquisition Head - People & Culture in Bengaluru | The/Nudge Institute

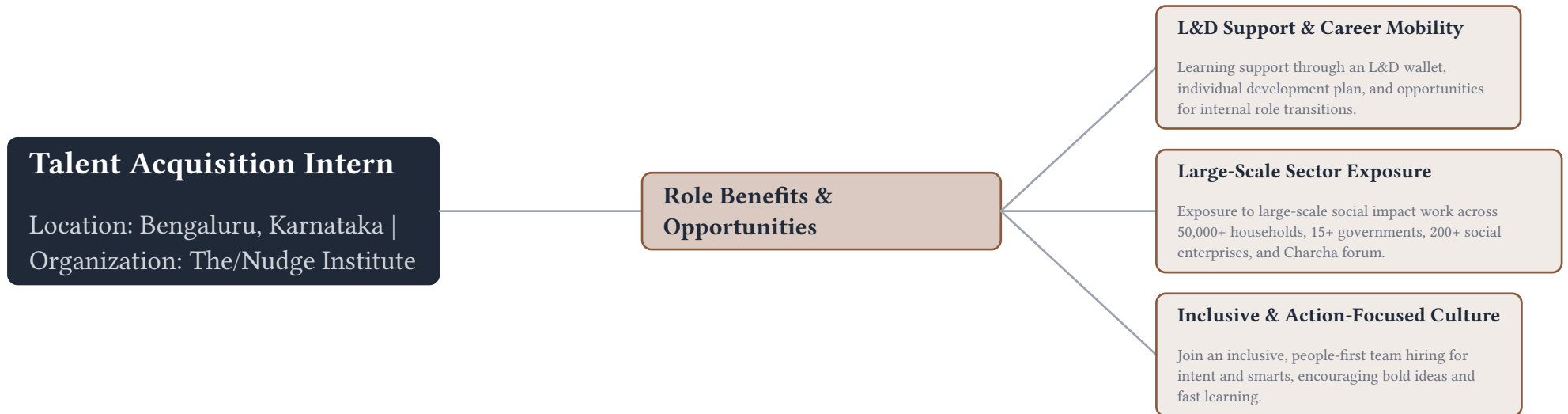
Bengaluru, Karnataka · full-time · senior level

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Job Description

[Application Assist →](#)

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The/Nudge Institute

nudge.jpeg The/Nudge is an action institute working to build resilient livelihoods and reduce poverty in India. It works with women, farmers, tribal communities and youth across rural development, agriculture, skilling and economic inclusion, in partnership with 15 or more central and state governments. Its economic inclusion work spans 10 states and reaches over 1.5 million people, and through its incubator, accelerator and grand challenges, it has supported more than 200 social entrepreneurs, including Forbes 30 Under 30 honorees and Earthshot Prize winners. The/Nudge is backed by over 130 philanthropists, 40 corporates and 15 foundations, and is working towards a poverty free India.

Role

As Talent Acquisition Head, you will shape and lead how The/Nudge finds and welcomes new people. You will set the hiring strategy, lead the recruitment team, and work closely with senior leaders to make sure every part of the organisation has the people it needs to grow its impact. You will build hiring systems that can handle both large-scale recruitment and senior hires, while giving every candidate a fair and positive experience.

Responsibilities

- Build and run the overall talent acquisition strategy, in line with business goals and growth plans
- Lead, mentor and manage the talent acquisition team, building a high performance culture
- Work with senior leadership and department heads to understand workforce needs, talent gaps and the skills required for success
- Set up scalable, efficient hiring processes that can handle both high volume and senior level hiring
- Keep improving recruitment processes, tools and metrics to make hiring more efficient and improve candidate experience and outcomes
- Oversee and improve full cycle recruitment, from sourcing and screening through offer and onboarding



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- Build a strong pipeline of top candidates for both immediate and future hiring needs
 - Use modern sourcing methods, including social media, job boards, LinkedIn and industry events, to reach active and passive candidates
 - Manage relationships with external recruitment agencies, partners and vendors to support internal hiring when needed
 - Evaluate and bring in new recruitment technology and tools to streamline hiring and improve candidate experience
 - Use data and analytics to measure how well recruitment is working, refine strategy and track key metrics such as cost per hire, time to fill and quality of hire, and report these to senior leadership
 - Strengthen the organisation's employer brand through creative recruitment campaigns that showcase its culture, values and mission, working with the Employer Branding team
 - Lead efforts to create a positive, engaging candidate experience from first contact through onboarding
 - Represent the organisation at career fairs, networking events and industry conferences to build visibility and attract talent
 - Manage the recruitment budget, keeping costs effective and allocating team resources in line with business priorities

Requirements

- Around 12 to 14 years of experience working in fast paced environments
- Experience in a leadership role within Talent Acquisition or HR
- Strong process orientation and outcome driven approach, able to deliver results within set timelines
- Passion for bringing in and developing great talent for The/Nudge
- Able to balance a high performing team with team members' growth and wellbeing
- Able to coach and mentor team members, and lead a team of high performing individuals
- Experience working effectively with key stakeholders
- Exceptional verbal and written communication skills

Benefits

- Access to learning and development support, including an L&D wallet, individual development plans, and the chance to explore internal role changes
- A people centred culture built on intent, attitude, smarts and skills
- Exposure to large scale impact work, including over 50,000 households, 15 or more government partnerships, 200 or more social enterprises, and Charcha, India's largest social sector convening forum
- A fast moving, action focused environment that encourages bold ideas and quick learning



Apply

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Required Skills

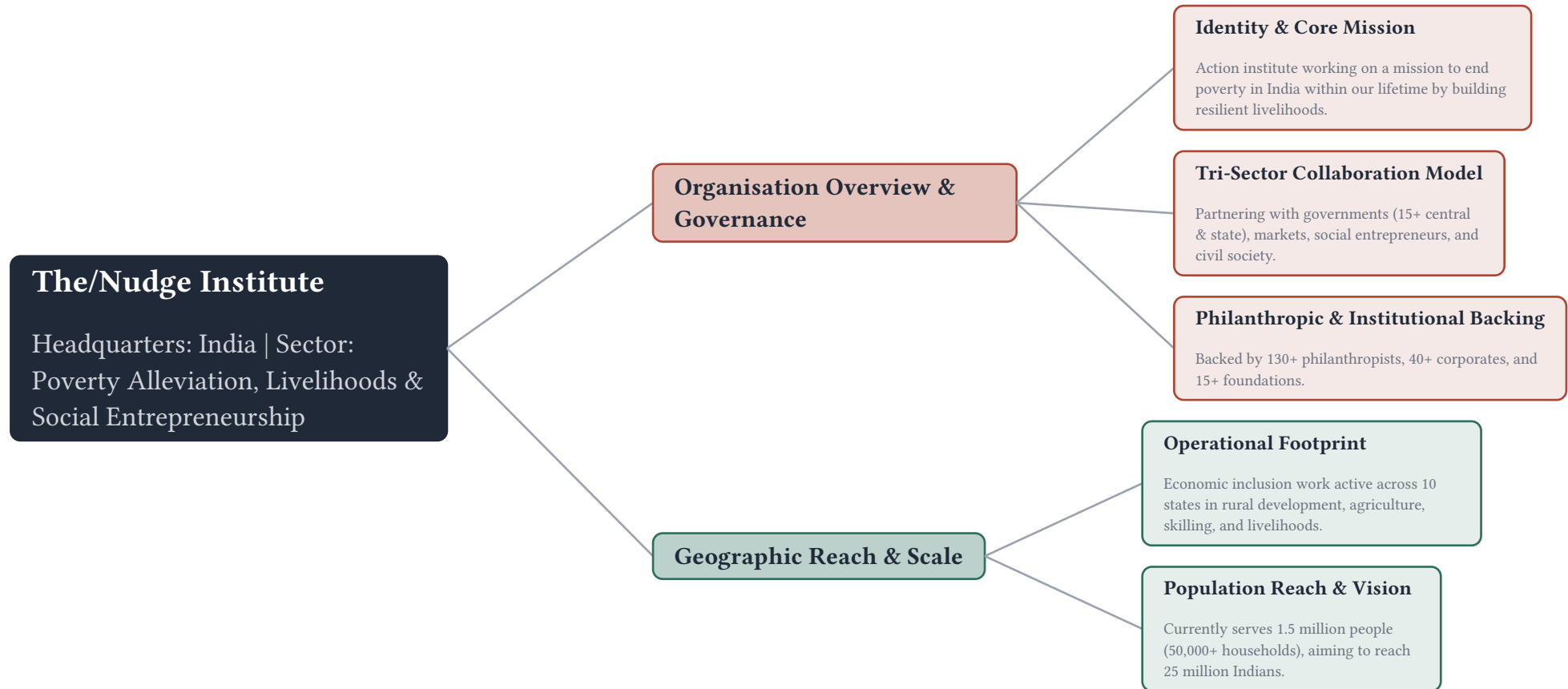
- Talent Acquisition Strategy
- Team Leadership
- Stakeholder Management
- Recruitment Operations
- Employer Branding

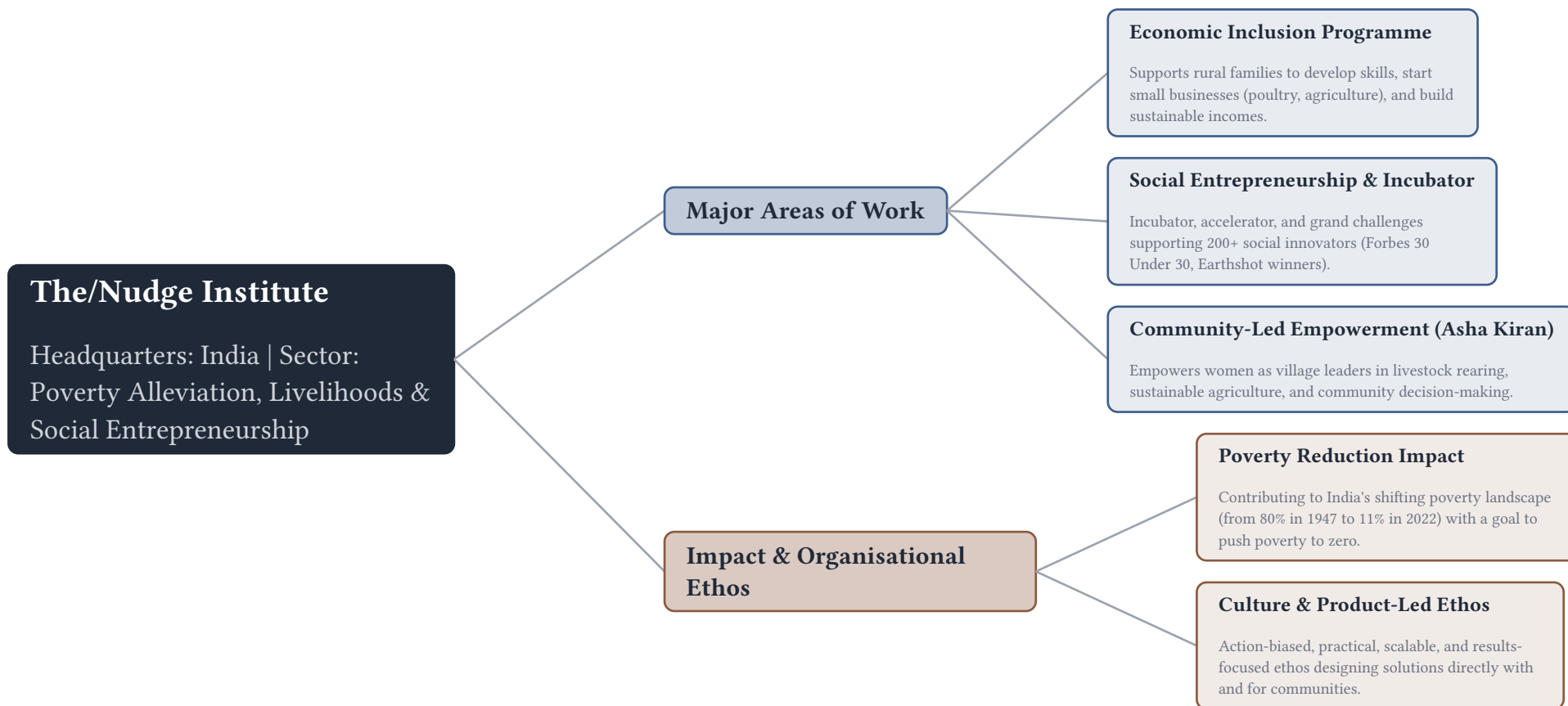
Tags

- The/Nudge Institute
- Livelihoods
- Human Resources
- Leadership
- Strategy
- Full Time
- Karnataka

The/Nudge

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About the Company

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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.

[View Website >](#)

See the full listing and open roles: <https://aikyamjobs.org/companies/the-nudge>

Hope this gives you a clear, complete picture of the role — if it feels like a fit, the link above takes you straight to the full listing.