



Dev Bhatnagar

HR Consultant & Talent Acquisition Manager | International Negotiations & Recruitment Expert @ Douge International

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Languages

English (Native)

French (Basic)

Hindi (Native)

Spanish (Basic)

About

I am a passionate and driven HR professional with a master's degree in International Negotiations and Business Management from IESEG School of Management, one of the leading business schools in France. I have successfully led and executed talent acquisition projects for global leaders in various industries, such as LVMH, Dior KK, Generali, Geopost, and Ubisoft, delivering high-quality results and exceeding stakeholder expectations.

At Douge International, I orchestrated innovative APAC talent acquisition for Perfume Christian Dior KK, recruiting industry leaders, boosting team effectiveness, and contributing to growth. I also spearheaded Diversity and Inclusion for Generali in the DACH region, achieving a 15% enhancement in inclusivity and diversity. I built up the HR function from scratch, transforming untracked recruiting into a seamlessly processed system handling thousands of candidates. Previously, at DGTL Consultancy Services, I led impactful talent acquisition across Europe, achieving a remarkable 15% increase in new hires and coordinating cross-functional teams for successful American market expansion. I have extensive experience in managing HR-related contract negotiations, talent review processes, employee relations, and data analysis. I am proficient in tools like ATS, LinkedIn Recruiter, and Project Management. I have strong communication, problem-solving, and customer relationship management skills. I am fluent in English, French, and Hindi. I am looking for new opportunities to leverage my HR expertise and passion for international business.

BRANDS WORKED WITH



Experience

● Talent Acquisition

Douge International | Mar 2023 - Sep 2023

Summary:-

Total Interviews Conducted - 100+

Candidates placed- 65+

Scope of location - Japan, Singapore, Malaysia, Germany, France, Switzerland, Austria, Spain, USA

Profile of talents interviewed - Insurance, IT, Retail, Underwriters, Actuary, Finance, Tech, Marketing

Positions - C - level , Board members, Interns, Head,Middle Management

- Conducted targeted talent acquisition for global leaders LVMH, Dior KK, Generali, Geopost, Ubisoft.

Secured top-tier talent, optimised timelines, and exceeded stakeholder expectations, resulting in 15% increase in recruitment efficiency.

- Executed innovative APAC talent acquisition strategy for Perfume Christian Dior KK, recruited data engineer, traffic manager, retail manager, and data scientist saving 15% on recruitment costs.

- Leveraged market intelligence for a 10% performance increase, fostering open stakeholder communication.

- Spearheaded Diversity and Inclusion for Generali in the DACH region, achieving a 15% enhancement in inclusivity and diversity for roles from C-level executives, board members, entry-level, middle management.

- Built up the function and process from scratch for untracked recruiting to a system now seamlessly processing 1000s of candidates and maintaining a talent pipeline.

- Defining and owning recruitment and talent pipeline strategies in close collaboration with management

- Full ownership of managing the recruitment process based on requirements from each hiring manager resulting in a 20% increase in successful placements.

- Managing a small team of 4 and setting up recruitment and interview scheduling processes across 3 time zones reducing interview process time by 20%.



● HR Project Manager & Talent Acquisition Specialist

DGTL | Mar 2021 - Aug 2021

Summary:-

Total Interviews Conducted - 50+

Candidates placed- 30

Scope of location - France, USA

Profile of talents interviewed - Marketing, Sales,

Positions - Interns, Head, Middle Management

- Led impactful talent acquisition achieving a remarkable 15% increase in new hires across Europe.

- Orchestrated cross-functional team for successful American market expansion.

- Coordinated interview logistics, ensuring seamless communication with candidates and interview teams.

- Managed initial CV screening, enhancing efficiency in the hiring process.

- Facilitated feedback coordination, ensuring a streamlined evaluation of candidates.

- Centralize communication as the primary point of contact for interviewers and hiring managers,

- Orchestrate seamless logistical details, and streamline information flow through crafting content and templates for consistent and efficient candidate engagement.



● Human Resources Assistant

Tata Consultancy Services | Apr 2019 - Aug 2019

Summary:-

Total Interviews Conducted - 65+

Candidates placed- 37

Scope of location - India

Profile of talents interviewed - IT, Finance, Tech, Marketing

Positions - Interns, Head, Middle Management, Recent Graduates, Apprenticeships

- Collaborated closely with hiring managers to understand specific requirements and hire top-tier candidates aligned with the needs.

- Hired professionals in engineering, IT, and Project management, boosting company performance by 20%.

- Led HR contract negotiations resulting in 15% cost savings and implemented talent review process for

50+ staff members.

- Coordinated feedback process for 50 + candidates, resulting in 20 % efficiency improvement and enhanced candidate experience for university recruitment.

- Monitored and analyzed local talent acquisition data and metrics, identifying trends and areas for improvement.

- Established partnerships with 10 Tier 1 universities, resulting in a 15% increase in student participation in career fairs and 20% rise in tailored events attendance. Managed end-to-end recruitment process.

- Identified and recruited 10 tech candidates for roles, resulting in a 30 % increase in tech profiles and successful team integration.

Education & Training

2021 - 2023 ● **IÉSEG School of Management**

Masters Grande Ecole,

2019 - 2021 ● **IÉSEG School of Management**

Bachelor's degree,

2017 - 2019 ● **Christ University, Bangalore**

Bachelor's degree,