

Divya Parmar

Associate Consultant



Divya capitalises on her breadth of global talent management experience to underpin NGO Recruitment's success, with a special focus on supporting sourcing for international non-profit roles.

With more than 12 years of recruiting experience gained across a range of HR management and staffing roles within a large multinational, Divya contributes valuable perspectives on global hiring, talent mobility, compensation, engagement, diversity and inclusion. Her qualifications in both HR and computer science enable her to apply innovative approaches to attraction, screening and selection processes.

Since joining NGO Recruitment in 2021, she has helped to place perfectly-matched candidates into roles based in Australia, Japan, Singapore, and across APAC, for a variety of development agencies, charities, humanitarian organisations and groups working to tackle worldwide issues such as climate change.

Divya is an emotionally intelligent recruiter who tactfully communicates and provides a trusted link between clients and candidates. She knows that small details matter when it comes to capturing the nuances of clients' needs and delivering a positive candidate experience.

Divya has previously held senior international staffing and HR roles with leading telecommunications conglomerate AT&T, boosting its presence and impact in India.

How Divya makes recruiting richer

Divya remains open to the potential of each and every candidate, and is inspired by the opportunity to bring out the best in talented people. She brings curiosity and

professionalism to every aspect of sourcing, screening and selection. But she's not only proficient in end-to-end recruitment processes, she knows how to overcome challenges to attract the best international candidates and build a diverse and culturally-aligned global team.

In past roles leading a team responsible for international staffing, Divya managed bulk/graduate hiring, filled project and niche roles, coordinated behavioural screening to build a future leadership pipeline, and championed an initiative to research, analyse and develop strategies to increase the ratio of female employees, which resulted in the company's highest gender diversity hiring metrics.

Why Divya believes in doing good

Contributing to recruitment outcomes that let people do great work for causes they're passionate about is rewarding for Divya. She values being part of a non-adversarial business where she can build meaningful, long-term relationships with clients.

Divya prides herself on her volunteer spirit and attitude of going above and beyond expectations and her perceived limitations. She carries this through to her personal life via her passion for healthy living, a daily holistic yoga practice, and volunteer advocacy and fundraising for environmental causes including Save Soil—a movement launched by Sadhguru to encourage global action and policy change to protect agricultural soils.

Top 3 reasons to trust Divya

1. Perceptive, accomplished and self-motivated

2. Comprehensive global HR and hiring experience

3. Knows what makes diverse, cross-functional teams tick

Contact Divya

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Specialists in **not-for-profit** sector **executive search, recruitment and HR services.**

