

# Talent Acquisition Associate

## Job Description

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### About W Health Ventures

W Health Ventures is a Boston-based venture capital firm focused on helping build the future of healthcare delivery. Founded by serial technology entrepreneur, investor, and philanthropist Sunil Wadhvani, W Health invests in and incubates early-stage companies that address critical unmet healthcare needs leveraging technology and AI in the US and India.

So far, we have led the investments in the following companies: AI-based mental health platform - [Wysa](#), personalized chronic disease management solution - [BeatO](#), phygital care platform for individuals with type 2 diabetes in the US - [Ryse Health](#) and virtual clinic for men's and women's wellness - [GHC.Health](#)

### Talent Acquisition Associate Role

We are looking to welcome an Associate with 4-6 years of work experience post MBA. The Associate will be an integral part of the team and an independent owner of all hiring across the fund, venture studio, and companies we incubate. The Associate will also support the hiring of critical positions for our portfolio companies. To start with, the person will work independently and will not have a recruiting team under her/him.

Here is a snapshot of the responsibilities:

#### Recruitment process management

- Job Description: Preparing a formal job description and search strategy highlighting key candidate requirements and timelines for closure
- Candidate Assessment Reports: Preparing detailed assessment reports after interacting with them and going through their career journey in detail
- Reference Check Reports: Presenting in-depth reference check reports after talking to multiple references in the industry
- Formalizing compensation break-up reports to understand CTC calculations including Variable/Bonus and ESOP pay-out plans

#### Candidate management:

- Identifying candidates by leveraging all tools – Industry Networks, Referencing, LinkedIn and head-hunting passive candidates
- Preparing shortlist of candidates and engaging with relevant candidate pool
- Comprehensive Interviews with candidates to understand their profile, career path, growth trajectory, motivators, areas of development, red flags if any
- Analysing the soft aspects of candidate's personality and its impact on his/her professional and personal decisions

#### Strategic initiatives

- Build a talent pool of a few thousand digital health professionals in India over time, map their movement, build W Health's Advisory and Board network, etc.
- Lead initiatives to create an ethical and fun working environment
- Help structure OKRs for the team and assist in quarterly assessment

**You should apply if:**

- You have a postgraduate degree from a top school (ISB, XLRI, IIM, etc)
- You have worked in a tier-1 recruiting firm (Indian or global) or tier-1 MNC/Consulting firm in a recruiting role
- You have strong communication and people skills (we will be speaking with candidates and senior leaders everyday)
- You are a mid-career professional who can hire mid/junior roles and also navigate conversations with senior hires (CXO-level)
- Experience with recruiting for start-ups, healthcare companies, technology companies, VC funds, etc. is preferred
- You are passionate about a fast-paced VC environment, we mean it: Really passionate!

Location: Delhi/Mumbai

Please drop us an email at [nchugh@whealthventures.com](mailto:nchugh@whealthventures.com) with your resume and subject line "Talent Associate: followed by your name".