

**Job title:** Consultant, Global Hiring Delivery

**Type:** Temporary - 6 months contract

**Based in:** Hybrid – In a Europe Tent hub city: London, Paris, Frankfurt, Madrid, Warsaw, the Randstad (Netherlands), Malmö

**Reports to:** Global Delivery Support Director

**Division:** Innovation, Strategy & Learning

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### **About the Tent Partnership for Refugees:**

With more and more refugees displaced around the world for longer periods of time, businesses play a critical role in helping refugees integrate economically in their new communities. The Tent Partnership for Refugees was launched in 2016 by Hamdi Ulukaya, the CEO and founder of Chobani – a multibillion dollar food company in the U.S. – to mobilize leading businesses to help connect refugees to work. Today, Tent is a global network of over 500 major companies committed to hiring, training, and mentoring refugees. Find out more at [www.tent.org](http://www.tent.org).

### **About the Role:**

Tent is seeking a strategic and hands-on **Consultant of Global Hiring Delivery** to co-lead the development, execution and continuous improvement of Tent's global service offerings to help member companies hire refugees across 10 countries. This role requires significant **private-sector talent acquisition and program management expertise**, ensuring that Tent's service offerings and delivery methods meet the expectations and operational realities of major global employers.

This is a **deeply collaborative role**, working closely with country and global teams to ideate, develop, and deploy Tent's portfolio of hiring support service offerings through Tent's Hiring Working Group. You will partner across the organization to ensure that Tent's global hiring delivery standards drive in-country consistency, quality, and impact—while remaining responsive to local contexts and partner needs.

This is an opportunity to build Tent's **global hiring delivery from the ground up**, ensuring the organization can confidently scale refugee hiring worldwide.

### **Key Responsibilities:**

#### Hiring Strategy Support

- Support leadership and the Director in refining Tent's global approach to helping Tent member companies hire refugees.
- Support country teams in accurately tracking performance against overall hiring progress KPIs.

#### Global Service Offering Development

- In collaboration with the Hiring Working Group, develop and maintain a Hiring Support Framework with high-level mapping of service offerings tried and/or actively offered by countries.
- As part of the packaging process, lead the development of service offering-specific internal operational training programs and case studies; external materials (e.g., pitch decks and videos) needed to effectively deliver the service offering; internal KPIs to analyze impact; and internal workflows to ensure effective tracking (including surveys to service offering users).
- Partner closely with country teams to ensure hiring delivery frameworks, models and services effectively support their country strategies, fit their operational realities, and deliver value to their member companies.

### Hiring Working Group Management

- Drive leadership, country director and Hiring Working Group alignment on frameworks and prioritization of service offering development and in-country delivery.
- Assemble, manage and be accountable for Hiring Working Group Taskforces that either experiment with, or package, service offerings. Through experimentation, lead task groups with a focus on seeking proof of concept before making the case to package those capable of driving impact and positive user experiences across countries. When proven, lead the effort to package and iterate service offerings for consistent, scalable, and high-quality global delivery.
- Ensure all Hiring Working Group members are equipped for consistent, scalable, and high-quality delivery of service offerings. This includes: delivering and constantly updating internal training on Tent core service offerings, developing and curating a training module for Tent staff working on hiring, and analyzing incoming feedback from surveys to service offering users to identify opportunities to improve.
- Design and run one-to-one and group-wide internal forums for Hiring Working Group members to surface challenges and opportunities in hiring delivery, and escalate challenges and opportunities to leadership for potential action by Global Delivery Support.

### Cross-Functional Collaboration

- Partner closely with the Business Research and Best Practices team to ensure external resources support hiring delivery in ways that add value to Tent member companies.
- Partner with the Communications and Marketing team to ensure hiring service offerings reach the right audiences with compelling calls to action that are consistent with the Tent brand and messaging.
- Partner closely with the Data & Insights team to ensure hiring delivery is tracked, measured, and informed by robust data and KPIs.

### **Who You Are**

- You bring at least 6 years of work experience, with at least 3 years in talent acquisition or recruiting operations in the private sector (ideally within global corporations and across a wide range of role types), as well as at least 1 year in cross-functional program or project management.

- You are highly collaborative and have demonstrated success leading complex cross-functional programs through influence-aligning, motivating and coordinating contributors and teams—and through adaptability and effective prioritization in fast-paced changing environments.
- You have strong process improvement and management skills, including attention to detail and a proven ability to define and secure adoption of organization-wide processes.
- You excel at translating complexity into simplicity and business needs into operational frameworks and guides, while remaining flexible and responsive to diverse local contexts.
- You are analytical and outcome-oriented, skilled at using data to measure performance, manage resources, and drive continuous improvement.
- You communicate with clarity and confidence, able to distill complex operational issues, engage leaders, and build trust across cultures and levels.
- You are comfortable working and adapting across functions, cultures, and time zones in a fast-paced, evolving, international environment.
- You are proficient with data, performance measurement tools, and business software (e.g., Excel, BI platforms, HubSpot) to monitor effectiveness and identify improvement opportunities.
- You are energized by Tent's mission and eager to apply your skills to advance refugee economic inclusion globally.
- You are fluent in written and verbal English.

#### **Preferred Qualifications**

- Experience driving DEI or inclusive hiring initiatives at a global corporation is a plus.
- Familiarity with international development, refugee issues, or workforce inclusion is a plus.

#### **To apply:**

Please email your resume and a short cover letter to [careers@tent.org](mailto:careers@tent.org). If your background is a fit, we will be in touch.

Even if your experience is not a 100% match, we encourage you to apply. What we've listed are guidelines, not hard and fast rules. Tent will consider people from a variety of backgrounds and career experiences. We specifically encourage those with lived experience as a refugee to join our team.

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*Tent is an equal opportunity employer. Tent will not discriminate against any applicant for employment on any basis including, but not limited to: race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status, marital status, predisposing genetic characteristics and genetic information, or any other classification protected by federal, state and local laws. We are dedicated to ensuring that individuals with disabilities are provided reasonable accommodation to participate in the job application or interview process, to perform essential job functions, and to receive other benefits and privileges of employment. Please contact us to request accommodation.*