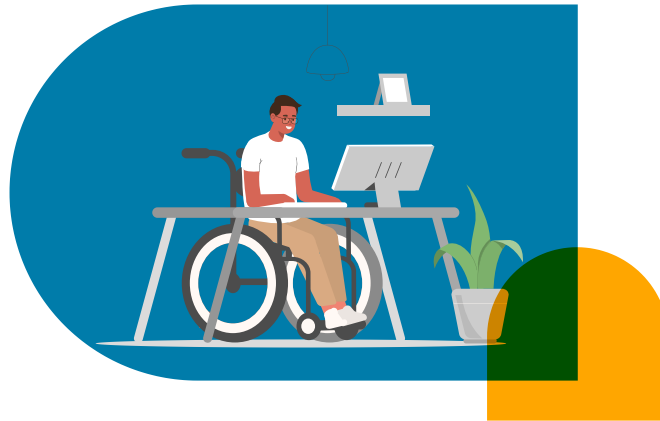


Fostering Workplace Inclusion

Careernet Prism Helps World's Leading American Retail MNC Hire a Person with Disability for its HR Operations



About the client

Founded in 1962, our client, an American multinational retail corporation headquartered in Bentonville, Arkansas, runs a chain of grocery stores, discount department stores, and supermarkets in the USA. The retail company runs 28 warehouse-club-style stores in India, open only to the members. The stores are branded as the Best Price Modern Wholesale. They serve individuals as well as small retailers.

Being the number one retailer in the world, our client has established several offices across the globe. It entered the Indian market in 2007, and today owns 20 cash-and-carry stores in India. Over the years its operations have been expanding. To be able to run processes smoothly, our client required human capital and to put this into effect, it needed a team of highly qualified HR professionals.

Being a diverse and inclusive employer, our client hires professionals based on their eligibility and talent, irrespective of their gender, ability, colour, race, ethnicity, or personal beliefs. The company was looking for someone suitable for the role of Associate Analyst - HR Operations.

Why Careernet Prism

Careernet Prism enables organisations to build inclusive workplaces with diverse talent. We help employers hire diverse candidates and create inclusion-led engagements in their organisations with a suite of solutions.

We believe that competency is all that counts. Over the past few years, we have been

delivering quality talent solutions, organising diversity career fairs, conducting inclusion-led events, and rolling out sensitisation programmes for inclusive employers in India who believe in:

- Equal learning, growth, and compensation
- Hiring for roles that validate a candidate's experience and knowledge
- Freedom of expression for all

Our belief and focused approach to diversity hiring culminated in successful outcomes during our previous associations. That encouraged the client to choose us as its talent partner again.

Talent mapping and search

We started our search across India with a focus on early talent from Tier-1 management institutes.

- We identified the top business schools in India
- Then narrowed down on candidates from the People with Disability (PwD) community who had majored in HR
- We shortlisted 10 candidates meeting the client's eligibility criteria
- Further rounds of assessments and interviews of these 10 candidates were processed by the client's in-house HR team

At the end of the month-long process, Shwet Nisha, an IIM Udaipur alumna, with an Orthopaedic disability, was selected and onboarded.

Shwet Nisha shares her experience with Careernet

"With majors in HR from IIM Udaipur, I was looking for a role in HR that would allow me to utilise my skills, knowledge and potential and give me enough scope to learn new things. It all started with a phone call from the Careernet Prism team. I was briefed about the Associate Analyst role for the HR Operations of the company.

The entire process was quite smooth. The Prism team constantly kept me abreast of the backend process. They were highly professional in their undertakings.

I am happy to be starting my career journey with an organisation that not only embraces talent from diverse communities but also allows them to evolve. For someone with my background, there couldn't have been a better start."

We made an impact for success

We screened eligible profiles from across India within two weeks' time and the entire hiring process was complete in just a month. We processed 15 profiles matching our client's requirements, out of which 10 most befitting profiles were evaluated by the client.

The strategy that clicked

We could successfully find the best talent in a short time span because we focused on crystallising the client's requirement and identified candidates that met them early on. The shortlisted candidate met our client's expectations based on the following key criteria:

- Early talent
- From a diverse community
- With an educational background from a premier management institute

Our focus on finding the best talent from among Women (including back to work programmes), people across regions and ethnicities, Persons with Disabilities (PwD), LGBTQ+ and Veterans, has led to many fruitful associations with top inclusive organisations.



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