

NIRAD CHAUDHARI

MANAGING PARTNER

4 Questions with the **Hiring Manager**



QUESTION 1: WHY DID YOU DECIDE TO JOIN VACO? WHAT DO YOU LOVE MOST ABOUT WORKING AT VACO?

I met Vaco's leadership before I joined, and it was clear that the team culture was driving Vaco's explosive growth. The focus on putting the client first, developing creative solutions for our clients, and leveraging our global offerings and expertise is phenomenal. It is rare to find a global team that's able to work this well together; because of which, we are able to bring the best solutions to our clients.

QUESTION 2: WHAT QUALITIES DO THE SUCCESSFUL PEOPLE ON YOUR TEAM HAVE?

The most successful members of my team are resilient, they work for our clients and candidates tirelessly, and they're always focused on improving their craft. Honestly, I think these are universal qualities of being successful in client-facing roles. The skills needed to do well aren't a secret, but going out and practicing these skills and habits every day is hard.

QUESTION 3: WHAT DO THE NEXT 12-24 MONTHS LOOK LIKE AT VACO?

I'm incredibly excited about the next 12-24 months at Vaco. We are redefining what recruiting and staffing partners can mean for organizations in Canada, and we are playing a key role in scaling their teams globally. We are connecting not only local but global talent to organizations in Vancouver through our managed services, and nearshore and offshore facilities.

QUESTION 4: WHAT ROLES DO EQUITY AND INCLUSION PLAY IN YOUR LEADERSHIP STYLE?

First off, I think equity and inclusion need to be embedded into any organization looking to be successful. Right now, I am the executive sponsor of inclusion, diversity and equity initiatives at Vaco. I was raised in an environment of Vasudhaiva Kutumbakam (a Sanskrit phrase found in ancient scriptures, which means "The World Is One Family"). This taught me the value of harnessing different viewpoints. Inclusion, diversity and equity can mean different things to different people. What I think we can agree on is that having different perspectives is good. Our clients represent diverse backgrounds, so having diversity of thought helps us to be successful. There is an important role equity and inclusion can play at an organizational level, but equity and inclusion are very much engrained into my personal leadership style as well.

