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Talented at talent acquisition?

We're looking for Recruitment Consultants to place skilled migrants in Germany



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Introduction

Are you an experienced recruiter or HR professional interested in connecting skilled STEM Nigerian candidates with job opportunities in Germany? This document sets out how to apply to partner with the SUSTAIN project as an Individual Talent Manager.

Context

We're working with the German and Nigerian governments to help businesses fill engineering, data processing, specialist health, and other STEM labour shortages.

We are seeking skilled individual recruiters and consultants to partner with us. You will help us:

- Understand employer demand.
- Connect with employers in Germany.
- Support Nigerian candidates in securing placements.

Opportunity

- As our Talent Acquisition Specialist, you'll be paid a monthly retainer and performance-related bonuses to place our vetted candidates with German businesses

Deliverables

We are seeking individual partners who can deliver:

- Identification of employer demand and matching of candidates.
- Support in preparing candidates for interviews and placements.
- Ongoing engagement with employers to ensure successful recruitment.
- Compliance with fair recruitment standards and ethical practices.

Additional deliverables may be discussed during contracting.

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Eligibility

To apply, you must be:

- An individual professional fluent in English and German.
- A practising recruiter, HR consultant, or talent manager with at least 5 years of experience.
- Familiar with German labour market practices, or have experience placing candidates in Germany.
- Able to demonstrate:
 - Strong ethical recruitment practices in line with ILO guidelines.
 - Good professional and financial standing.

Desirable (but not required):

- Previous recruitment from Africa, especially Nigeria.
- Experience with STEM candidates.
- Experience working with grant-funded or international recruitment projects.

Interested?

Please complete [this form](#) by **December 08, 2025**. We will be in touch with further details once we've reviewed your submission. For further questions, contact manon@seefar.org.