

Talent Acquisition Specialist

About DHI

DHI is a global and independent company dedicated to working on challenges within the fields of water and environment and sustainability. Within these fields, we provide a wide range of advisory, digital advisory, research and water governance services as well as providing leading edge MIKE technologies and products to the market. At DHI, we are constantly looking for passionate and talented people who are eager to join our team.

By joining DHI, you will not only become part of a dynamic and collaborative global team of experts; you will be empowered to innovate, engage and grow in your area of expertise. DHI is committed to disseminate our knowledge effectively and across our worldwide network of offices.

We are hiring a Talent Acquisition Specialist / Recruiter (12-Month Fixed-Term Contract) based in Singapore to deliver end-to-end recruitment and execute targeted hiring campaigns across selected global markets for the Marine and Coastal Business Unit. This is hands-on, delivery-focused role, partnering closely with HR Business Partners and hiring managers to execute approved recruitment campaign, approved workforce plans, support onboarding and maintain strong pipelines for critical and future skill needs.

Responsibilities and challenges

The successful candidate will be highly organized, adaptable, and comfortable working with diverse teams across regions, with the ability to manage day-to-day recruitment activities, including:-

Recruitment Delivery (Marine & Coastal Business Unit)

- Deliver end-to-end recruitment for the Marine & Coastal Business Unit, in line with HR policies and approved workforce plans
- Manage the full recruitment lifecycle: job posting, screening, interviews, offers, approvals, and Singapore work permit and work pass applications
- Proactively source candidates through LinkedIn, targeted searches, referrals, and industry networks
- Build and manage talent pipelines to support business and project hiring needs, reducing time-to-hire
- Maintain recruitment trackers and provide regular hiring updates to HR and BU stakeholders
- Coordinate onboarding activities to ensure a consistent experience for new hires
- Support Singapore work pass processes

Employer Branding

- Execute a 12-month targeted recruitment campaign for the Marine & Coastal Business Unit, aligned with HR and business priorities
- Support employer branding initiatives under HR and Communications guidance, including: LinkedIn visibility and targeted outreach Industry networking, referrals, and professional events Campus and early-career engagement

Qualifications and personal skills

- 3+ years of recruitment experience
- Proven end-to-end recruitment delivery in regional or global contexts
- Sourcing capability across Global markets
- Ability to manage multiple requisitions, high volume recruitment while partnering effectively with HRBP and hiring managers

We offer

To work at DHI means being part of an organisation that is the global leader in solving the world's toughest challenges in water environment. We will offer you:

- A job where the keyword is innovation
- A team of highly motivated colleagues, experts in the digital water space
- Professional and personal development. We empower our people. We ensure that they have the freedom to innovate and grow. We recruit professionals who can unite our technical excellence with our business excellence – and maintain our professional integrity at all times
- A unique chance to work with highly professional and motivated colleagues from all around the world

Office location

You will be located in our office in Singapore.

How to apply

Please submit your application including CV via the relevant job posting on DHI's website:

<http://www.dhigroup.com/careers>

Deadline for application is **28th February 2026**. Early applications are encouraged.