

(Junior) HR Manager (m/f/x)

Munich, Germany

FINN makes mobility fun and sustainable. With a flexible car subscription, we bring a true e-commerce experience to car ownership and offset all CO2 emissions along the way. Join our fast-growing team to build the most popular auto e-commerce platform. We work with the best car brands in the world and are backed by leading global investors.

Your Role

As a (Junior) HR Manager at FINN, you join one of our cross functional departments and support the growth and development of the team. Gradually seeing the full employee lifecycle, you help us attract, hire and onboard candidates, and subsequently develop, engage, and retain them for our teams. We support and mentor you to become more and more independent, leading your own projects and seeing the immediate impact of your work on a quickly growing startup. This generalist role puts you on track to either become a people partner focused on the employee experience or a recruiting partner focused on the candidate experience.

Your Benefits

- This role is based in Munich with a hybrid workplace policy.
- With massive growth potential, FINN allows you to quickly develop and succeed in a highly motivating startup environment with ambitious challenges in cross-functional teams.
- Excellent fixed salary, significant virtual equity share of the company, along a yearly personal development budget of 1,500€.
- Discounted qualitrain membership enabling you to be active in various gyms within Germany.
- Our open, modern office in the middle of Munich is known for loads of fun with amazing colleagues and frequent team events.
- You want to drive your own car with FINN? – Get one with our employee discount program.

Your Responsibilities

- Attract and hire candidates: You actively find and attract the best talent through channels like LinkedIn or in person events. You gradually lead your own hiring processes by preparing job descriptions and scorecards, keeping candidates informed, generating and reviewing applications, conducting interviews, and preparing offers.
- Partner with leads and interviewers: You work continuously to refine requirements with leads and keep the team aligned throughout the hiring process. You then collaborate with the recruiting and people partner in coaching leads, for example when it comes to the structure of their teams or conducting feedback sessions.
- Support team members and be an ambassador of FINN: You guide new team members through their onboarding, becoming a trusted advisor for people related matters and subsequently stay at their side throughout their employee lifecycle. You promote our values and FINN as “best place to work”, continuously working to enrich our culture and business.
- Contribute to company wide people processes and projects: Each People team at FINN has a company wide focus topic. Thus, you support developing strategies and tactics in fields like recruiting, assessment, personal development, employer branding, compensation, payroll & benefits, or internal collaboration & communication.

Your Profile

- Graduated with a Bachelor’s or Master’s degree in psychology, business administration, human resources, or a related field.
- Initial experience in a fast-growing startup, consulting or in talent acquisition is a plus but not a requirement.
- Demonstrated interest in the People field and a genuine passion for empowering people to realise their potential and grow through their work.
- Excellent communication and decision-making skills coupled with strong analytical skills – You enjoy iteratively improving people’s experiences at work through gathering qualitative and quantitative insights.
- Excellent organization and prioritization skills to master your day-to-day tasks - You are able to manage multiple responsibilities and requests at the same time.
- Excellent English & German language skills.

FINN

Interested?

Please upload your CV and transcripts online. Florian and Maike are looking forward to your application!

Equal Opportunities for Everyone

FINN is an equal opportunity employer. We embrace and celebrate diversity and are committed to creating an inclusive environment for all employees.

FINN