

(Junior) Recruiter (m/f/x)

Munich / Remote, 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) Recruiter at FINN, you make our quick growth possible by getting the best people excited to work with us. You support our hiring efforts and gradually design and drive your own positions' end-to-end hiring processes – from writing job descriptions, conducting interviews, to signing offers. You partner with hiring managers and interviewers across your department in building a really strong and diverse team. We support you to continuously learn and develop your skills as a talent acquisition professional and you get to try new processes and strategies in close collaboration with an experienced VP People.

Your Benefits

- This role is based in Munich with flexibility to work remotely from anywhere within Germany – we want you to choose your most suitable working environment. For candidates relocating to Munich, we offer full visa support.
- 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

- Partner with hiring managers: You gather and understand requirements for positions across your department and continuously support, train, and align the hiring team.
- Source, assess and convert candidates: You get people excited, for example through actively reaching out to them on LinkedIn. You own the end-to-end recruiting process for your positions by deeply engaging with candidates, coordinating and conducting interviews, and assessing whether they are an excellent fit for FINN.
- Support candidates: You are the first point of contact for your candidates, ensuring a quick, approachable, and appreciative candidate experience throughout the application process.
- Be an ambassador of FINN: You are the first touchpoint for many people with FINN. Promote our values and FINN as “best place to work” throughout the whole recruitment process and on all used portals.
- Grow with the team: You work closely with the VP People and the rest of the People team to continuously improve our processes as FINN grows. You come up with new approaches and learn more about how to measure and analyse your recruiting efforts.

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 or in talent acquisition is a plus but not a requirement.
- Genuine curiosity – You love getting to know people and what drives them beyond small talk. You know how to listen actively to gain deep insights and build relationships that help you match them with the right role.
- Excellent communication and decision-making skills – Recruiting is just as much about assessing candidates as it is about building excitement and commitment to us.
- Tenacity and determination – You are passionate about pushing boundaries and challenging the status quo to continuously improve and scale existing processes.
- Attention to detail and a love for tech – In this role, you are on your laptop most of the time and have to connect with people through writing a lot. Tech hacks and attention to detail will help you.
- Excellent English language skills. Fluency in German is preferred.

FINN

Interested?

Please upload your CV and transcripts online. Florian and Maïke 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.