

# (Junior) Talent Sourcer (m/f/div)



Berlin, remote



Start date: Now



Competitive salary



Pioneering Start-up

## Company Description

Finoa is the leading digital asset platform for institutional investors and corporations, backed by renowned investors like Coparion, Venture Stars, and Signature Ventures. Founded by Henrik Gebbing and Christopher May in 2018 and based on a shared aspiration to make institutional interaction with digital assets as simple and secure as possible, Finoa has grown into a truly international company, powered by a diverse team, and serving hundreds of clients globally. If you want to join one of Europe's most exciting FinTech start-ups, be part of this once in a lifetime opportunity, and grow together with our company, then this is your chance to apply.

## Job Description

As a Junior Talent Sourcer you are going to develop the sourcing function and play an instrumental role in scaling Finoa. Being the first Sourcer in the team, you will be able to build and develop best practices and make an immediate impact. The ideal candidate is the one who has experience in sourcing both tech and business roles and is familiar with talent market research.

## Role Description

- Identify qualified candidate profiles using various cutting edge sourcing methods & techniques.
- Conduct research on the changes in the talent market in Berlin and across Europe and map the latest trends in the market.
- Develop talent pools for future hiring needs and maintain our existing candidate database.
- Post our vacancies on relevant job boards for maximum exposure.
- Support with Employer Branding initiatives and promote Finoa's brand across channels.
- Be the first point of contact for candidates on Social Media.
- Coordinate interviews between candidates and Finoa's hiring managers.

## Requirements

- Solid work experience as a Talent Sourcer or Junior Recruiter responsible for multiple roles – experience gained through several internships is also considered.
- Bachelor in Human Resources, Marketing or relevant fields.
- Strong verbal and written communication skills in English – German is a plus.
- Hands-on experience with sourcing techniques (e.g. recruiting on social platforms and crafting Boolean search strings) – You know how to source candidates well beyond the confines of LinkedIn.
- Experience in both tech and business recruitment is strongly preferred.
- Compelling analytical skills and ability to track sourcing metrics.
- Effective time-management and multitasking abilities.
- Strong sense of initiative, ownership and flexibility, while never losing sight of the big picture.
- Familiarity with design tools is considered a plus.

## Why you should apply



**Diverse and inclusive team:** We are from 10+ different countries with diversity of both thought and background on a mission to disrupt the digital asset industry. We support each other and take pride in our achievements. We attract talents from companies like McKinsey, Credit Suisse, JP Morgan, Google, Moonfare, and N26.



**Ownership & learning-curve:** Opportunity to make an active contribution to the growth story of one of the leading disruptors in the FinTech industry.



**Communication:** We treat our staff like owners by being open, transparent, and providing regular communication about our direction and progress. We provide regular insights into decision making, strategy, and company-wide OKR progress so that each of our employees is aligned and empowered. We are also always aiming to improve how we can more effectively communicate.



**Office:** We offer both the flexibility to work remotely or to work in style and comfort from our modern office at Checkpoint Charlie, the heart of Berlin (at the moment, we all work from home).

## How to get in touch

If you believe this opening paints an adequate picture of your profile, please visit this site and apply: [\(Junior\) Talent Sourcer \(m/f/div\) - Finoa GmbH \(recruitee.com\)](#)

*Finoa is an equal opportunity employer devoted to diversity and inclusion in the workplace. We do not discriminate on the basis of race, religion, colour, national origin, gender, sexual orientation, age, marital status or disability status.*