



## **Recruiter (f/m) (part-time to full-time)**

We are looking for an experienced Recruiter to expand our awesome team. The ideal candidate is someone who understands the competitive nature of this market and knows how to build a pipeline from scratch. The individual will manage and drive a full recruitment cycle by creating robust pipelines through active sourcing of multiple channels, cold calling, screening resumes, interviewing and closing candidates. You are excited about technology, innovation and most importantly consumer electronics and have previous experience recruiting in this domain. This could be a great opportunity for you!

What connects us is a passion for cycling, digital technology and good design as well as the desire to try out new things and always question the status quo. We want to make a difference and put ourselves at the forefront of a new movement.

COBI.bike has established a brand new market segment, of which we are the leader. Our partners value this and want to take advantage of this. All of our marketing activities are aimed at making COBI.bike touchable and tangible. We scrutinize every action to ensure that it delivers the COBI.bike experience – whether by trying it out, listening to experiences from others or from a trusted partner. The user, rather than technology, is our key priority. Recently acquired by Bosch eBike Systems our technical know-how will be combined with Bosch's global market share. For us, this is undoubtedly a significant step into the future.

The ideal candidate will have a great passion for COBI.bike and execute all activities with respect to the COBI.bike brand strategy. The Position is located in Frankfurt/Main Germany.

### **Responsibilities**

- Manage a full cycle recruiting process ensuring a smooth and positive candidate experience.
- Work closely with team leads to define required skill sets, screening candidates, coordinating interviews, and closing offers.
- Leverage multiple sourcing strategies and channels including your external network, job boards, and internal referrals to provide high quality candidates for open positions.
- Successfully manage searches against a timeline and understand how to prioritize in a fast-paced environment with tight deadlines.
- Drive offer process, including offer approvals, extensions, negotiations, and closings.
- Manage the COBI.bike brand from the recruiting standpoint by telling the story of the COBI.bike opportunity and culture.

### **About you**

- 3+ years recruiting experience in-house or at an agency, preferably including start-up experience. Must have metrics to demonstrate success.
- Strong recruiting fundamentals, with an understanding of the full-cycle recruiting process
- Direct sourcing experience with a demonstrated ability to build a pipeline of qualified candidates.
- Knowledge of technical jargon and skill sets.
- Strong teamwork and communication skills, with a history of building strong cross-functional relationships
- Experience with Applicant Tracking Systems.
- Great selling and closing skills.
- B.A./B.S. Degree - Prefer science related majors, especially computer science.

Interested? Please find out more about us on [www.cobi.bike](http://www.cobi.bike) and get in touch with Jana Wardag (jobs@cobi.bike).