Talent Acquisition Manager

Location: Skopje, Macedonia

Full time role

Apply: go to https://careers.protonmail.com/o/talent-acquisition-manager and apply online.

Job description

Our company:

Proton was founded in 2014 by a group of scientists who met at the European Organization for Nuclear Research (CERN). Since then, we have become one of Europe's fastest growing startups, with a team of 300 representing 30 nationalities, with offices in Geneva, Zurich, Skopje, Taipei, Vilnius and Prague. Our privacy-first services, including ProtonMail, ProtonVPN, Proton Calendar, and Proton Drive, and more to come, are used by millions of people from over 180 countries.

Proton is a mission driven company. We're deeply committed to enabling freedom online and ensuring the internet serves the interests of all people. Our technologies provide trusted ways for people to be secure online and in control of their information at all times. Our users include New York Times journalists, some of the world's largest corporations, and millions of ordinary citizens. The world is adopting our products at an accelerating pace. Whether it's in New York, or at the front lines of the global struggle for freedom and democracy in Hong Kong, Belarus, and Myanmar, the work we do saves lives and is transforming the world.

The world is adopting our products at an accelerating pace. Help us bring it from tens of millions of users, to billions of users. We're creating one of the world's most impactful tech companies. Be part of the team creating the next privacy-focused Google or Facebook, that can touch the lives of everyone you know.

About the position:

We are looking for Talent Acquisition Managers (Engineering, Growth, Corporate, Product & Design) to lead our efforts to find exceptional people to help us achieve our ambitious mission to rebuild an Internet where privacy would be the default. We are currently experiencing an unprecedented hyper-growth and offer a unique playground to build a tailor-made recruitment strategies and make an impact on both our organization and society. Join the team and help us make Proton the top scale-up to work for in Europe.

What you will do:

- Lead, train, develop and scale high-performing Talent Acquisition teams distributed across several countries.

- Bring to life and execute innovative recruitment strategies to unleash the full potential of our current and future talent pools.

- Develop state-of-the art processes, tools and metrics to streamline and accelerate our recruitment efficiency.

- Initiate and drive projects to create an unforgettable Proton experience for all our candidates.

- Be an ambassador of our mission and values and and inspire candidates to join Proton.

- Develop engaging relationships with hiring partners at all levels and provide coaching and guidance in the end-to-end hiring funnel.

Job requirements

- Extensive experience in recruiting and sourcing, with a significant portion in tech fast-paced environments

- Successful experience in leading distributed Talent Acquisition teams

- Strong analytical skills and KPI orientation

- Deep understanding of the tech landscape, from the jobs to the culture, Curious and tech-savvy

- Sound communication skills both orally and in writing

Why you should join Proton:

- We work on interesting, challenging problems every day. There is never a dull moment.

- Our startup culture means everyone's opinion matters. You can have a significant impact.

- Our rapid growth means there are many opportunities for advancement.

- The chance to do something meaningful. Proton products protect dissidents, journalists, and activists. Our work saves lives.

- Be part of something bigger. Millions of people and businesses around the world have embraced our idea of an Internet where privacy and security are the default. Join the privacy revolution that is changing the world.