

Talent Sourcer

Location: Skopje, Macedonia

Full time role

Apply: go to <https://protonmail.recruitee.com/o/talent-sourcer> and apply online.

Job description

Our company:

At Proton, we envision an internet where privacy is the default, and we're building ways to help all people secure their digital lives and take control of their data.

ProtonMail was founded in 2014 by a group of scientists who met at the European Organization for Nuclear Research (CERN). And since its inception, the company has grown at a fast pace and today has over 40 million users. Our principal product, **ProtonMail**, is the world's largest secure email service. Our second product, **ProtonVPN**, is one of the world's most popular VPN services. Our vision is to build an internet platform for the protection of digital rights, and we are also developing additional products, including **ProtonCalendar**, **ProtonDrive**, and more to come.

Proton users include leaders of the Hong Kong protest movement, *New York Times* journalists, some of the world's largest corporations, and millions of ordinary citizens from over 180 countries. Our team is diverse and dynamic, representing over 30 different nationalities, with offices in Geneva, Zurich, Prague, Vilnius, Skopje, and Taipei.

About the position:

Within our Talent Acquisition team, we are looking for Talent Sourcers to help us to identify, engage and attract top candidates across the world. You will contribute to develop our market intelligence and build global talent pipelines in all critical job functions, from engineering to growth. Join us if you want to make Proton become the top European scale-up to work for and to make a positive impact on the world.

What you will do:

- Execute innovative sourcing strategies to build our future talent pools and attract exceptional and diverse candidates to join our mission.
- Effectively align candidates motivations and expectations with the requirements of the role.
- Grow our market intelligence capabilities, from mapping the competition to analyzing market trends and identifying new growth opportunities.
- Be an ambassador of our mission and values, inspire candidates to join Proton and ensure a unique candidate experience at all times.

- Develop engaging collaborations with all hiring partners and provide coaching and guidance in the initial phases of the hiring funnel.
- Build and nurture long-term relationships with talents and communities across the industry.

Job requirements

- Ideally a first experience in talent sourcing in tech fast-paced environments
- Advanced analytical skills and KPI orientation
- Deep understanding of the tech landscape, from the jobs to the culture
- Sound knowledge of all sourcing channels, techniques, networks, communities
- 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.