

INFORMATION TECHNOLOGY 2019
HR became HT

OUR TALENTS YOUR PASSION

by PlagScan



Who Needs you as Director of Talent?

We are a prospering tech company developing cutting edge algorithms and user interfaces for **full text analyses**. Our Cloud Software PlagScan (SaaS) is on a mission to set **THE universal standard for plagiarism checking**, in order to enable a **fair valuation of scientific and educational writing**.

As an easygoing and downright ambitious team of around twenty people our product already helps more than 250.000 users every month! We operate in 4 languages and have over 2000 organizations as customers on all continents. As market leader in D/A/CH we are now specifically reaching out to USA and Australia.

What's the Stuff You are Made of?

You are at a point in your career, where you are looking for a **challenging and diverse** job. You appreciate freedom at work and embrace personal responsibility. The mixture of working with a team, primarily soaked with the tech-gene, is great for you, because you bring business acumen along with a **love for IT** and a heart for nerds. Your curiosity makes you wanting to be involved in as many company matters as possible. Doing “business as usual” is not your thing. You rather embrace the challenge of adapting to new situations and developing solutions, which actually come to live by your hands. HR is going HT and you are a driving force to make that happen!

Eventually, you are looking for purpose and find it in working in a team, that creates a positive impact on science and education!

Which Tasks Await You?

In a nutshell, we are looking for a hybrid of what is traditionally called an HR manager and what in the light of the ‘New Work’ movement is going to be our director of talent.

1. Job Description

- Be a catalyst to drive our talents towards their optimal potential.
- Develop an understanding of the team's requirements regarding equipment, social factors and talent development.
 - Organize team events (we are currently running them monthly)
 - Act as a consultant to our team regarding learning and development requirements - be part of their career pathways
- Manage the recruiting process end-to-end, including on-boarding.
- Manage, streamline, and continuously improve all HR administration and procedures to ensure smooth and efficient operations
- Guide the teams through performance reviews
- A role model from pop culture: [Deanna Troi](#), Star Trek - Next Generation
- And last but not least: Implement these tools not only in our Cologne office but let them grow into a group-wide set-up with our affiliated group members.

2. In numbers

- 60% - Talent Management (Administration/Equipment/Trainings)
- 15% - Recruiting
- 15% - Event Organization
- 10% - Internal Projects and Communication

How do You Fit in Best?

You do NOT need to have all those traits - the more of these requirements you meet, the better.

- Excellent English, as it is our company language and advanced German skills.
- Good understanding of / great interest in IT in general
- A knack for seeing the big picture and getting into details to learn and analyze systems and processes for improvement
- With excellent communication skills you come across knowledgeable and professional
- Service mentality: Our team is our biggest asset and as an advocate of talents you bring along the empathy to listen to their needs and solve the demands.
- Analytical thinking and project management skills.
- Beneficial educational backgrounds are within the fields of psychology, organizational development, HR management, educational science or similar.
- Seniority level: Preferably you bring several years of work experience with talents. Junior/Entry level works for us, if you have experience in handling group dynamics.

Do You Get Anything Special?

Besides great colleagues, please find a list of benefits, where some are probably not found anywhere as a package:

- Competitive salary
- Full-time, flexible hours, home-office
- (PYOD) Pick your device and equipment - or bring it (BYOD)
- Benefit package included (train ticket, free drinks & food, team & sport events, company bike etc.)
- An insta-worthy office in Cologne



When can I start?

We are looking for someone asap, so don't hesitate to send your application now to jobs@plagscan.com