

# TALENT

# BASIS OF ANY VENTURE

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by PlagScan



## Who Needs you as Talents/Happiness Manager?

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 organization's 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 the responsibility which comes with a self-dependent job. 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** (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, but rather you embrace the challenge of adapting to new situations and developing solutions, which actually come to live by your hands. HR is going HT now, 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 we believe is traditionally called an HR manager and what is in the light of the 'New Work' movement called a happiness manager.

### 1. Job Description

- We are looking for someone, who understands to be a catalyst to drive our talents towards their optimal potential.
- Develop an understanding of the team's requirements regarding equipment as well as social factors - ToDos from that are e.g.:
  - (Re-)decorate the office
  - Organize (on/off job) Trainings
  - Purchase new (ergonomic) equipment
  - Set-up a process for optimal drink/food supply
  - Organize team events (we are running them currently monthly)
- You are heading future hires conducting your colleagues and supporting the recruiting process end-to-end.
- A role model from pop culture: [Deanna Troi](#), Star Trek - Next Generation

### 2. In numbers

- 50% - HR Management
- 20% - Recruiting
- 20% - Event Organization
- 10% - Internal Projects and Communication

## How do You Optimally Fit in?

You do NOT need to have all those traits, but the more of these basic requirements you hit, the better.

- Excellent English, as it is our company language (other languages are a nice plus, given we operate internationally and have an international team in Cologne!)
- Good understanding of / great interest in IT in general
- Credibility – excellent education and communication skills, allowing you to come across as knowledgeable and professional to an academic audience
- Service mentality: Our team is our biggest asset and as an advocate of happiness you bring along the empathy to listen to their needs and solve the demands.
- Analytical thinking and project management skills.
- Seniority level: Junior/Entry level works. If you have done something similar, it's nth.

## 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, 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](mailto:jobs@plagscan.com)