

RECRUITING SPECIALIST

At DACMA, we're all about pushing the boundaries of sustainable innovation! Our mission is to develop cutting-edge technologies that not only enhance our lives but also work in harmony with the environment to tackle the pressing challenges of climate change. We pride ourselves on fostering a workplace culture that values diversity, respect, open communication, and a shared passion for protecting our planet.

We are already an incredible team of 33 talented individuals who are developing our product and pioneering advanced technologies, but we are not stopping there! Our mission requires our team to grow and gather all the talent we need, and that is where you come in!

We are looking for a talented part-time Recruiting Specialist who will help us on this mission.

RESPONSIBILITIES:

- Ownership of the full-cycle recruiting process
- Improve existing processes and develop innovative strategies for growing the team and the necessary talent
- Create detailed job descriptions
- Actively source for various roles through multiple channels
- Manage applicants; pre-screen applications and coordinate interviews
- Partner with hiring managers to ensure the right analysis of the requirements and derivation of professional profiles and qualifications



JOIN OUR TEAM
APPLY NOW

apply@dacma.de

Job ID: F-O202503

REQUIREMENTS:

- At least 3 years of experience in recruiting, talent acquisition, and/or employer branding
- Experience with innovative recruiting techniques and social recruiting
- Project management, problem-solving, and autonomy
- Tech-savvy
- Excellent communication skills
- A strategic mindset and proactive, hands-on mentality
- Highly self-motivated, resilient, persistent, yet authentic and empathetic
- Your German is flawless and your English impeccable (our team language is English)
- You know the startup environment like the back of your hand, are goal-oriented, and are ready to grow with us!

Benefits & Perks

- Multicultural & Collaborative Team – Work in an inclusive environment that fosters teamwork and knowledge exchange across diverse backgrounds
- Impactful & Sustainable Work – Contribute to reducing CO₂ emissions and advancing sustainable solutions for climate change
- Opportunities for Growth & Innovation – Take initiative, bring new ideas, and shape the future of our work
- Equal Opportunity Employer – We are committed to diversity, equity, and inclusion in all aspects of employment

Good to know

We are a team that likes to work closely together, and this works best when we are physically together. However, for our Talent Acquirer, we do offer the opportunity to work from home and come visit us when it's suitable for you, and of course, to join us at our monthly Thirsty Thursday's event.



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