

## HIRING PROCESS

## 01 Intro Call

You get to know Phlair and our vision. We get to know your motivation & what drives you.

Philipp, Nicolas or Chiara  
Commercial & people team



## 03 On-site Assessment Day

We invite you to our location in Ismaning. You work on a practical or theoretical task with a future colleague and get to meet the team, including the founders you haven't met so far to check your drive and cultural fit.

Phlair Team  
We're excited to meet you!



## 05 Offer

We offer you 2 options:  
Higher salary vs. higher equity.

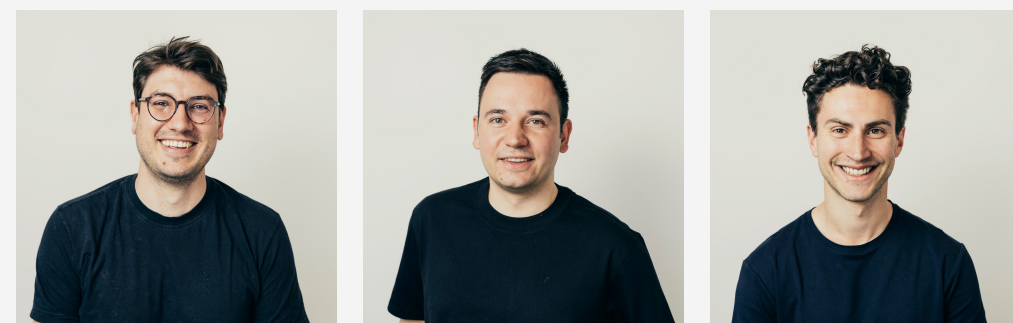
Malte Feucht  
Founder & CEO



## 02 Hiring Project

You tackle a take-home project in 48h and complete a 45 minute Clifton Strengthsfinder assessment, followed by a 1h call in which you present your results.

Malte, Paul or Steffen  
Your future team lead



## 04 Reference Checks

You provide 2-3 references that you have worked with previously, for us to have a quick chat with.

Malte, Paul or Steffen  
Your future team lead

