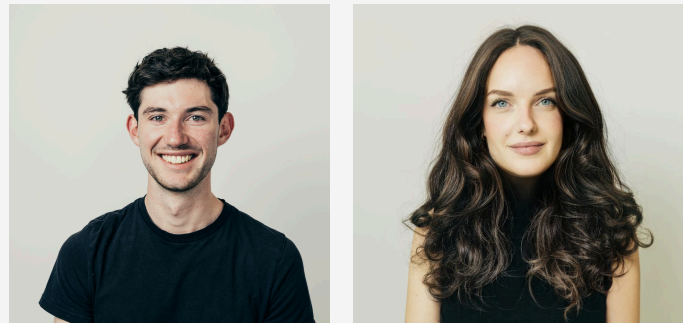


01 Intro Call

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

Nicolas or Chiara
Commercial Team



03 Founders & Culture

We meet for an online interview with our founders to check your drive and cultural fit. In advance, you will be asked to complete the Clifton Strengthsfinder (a 45 minute online assessment)

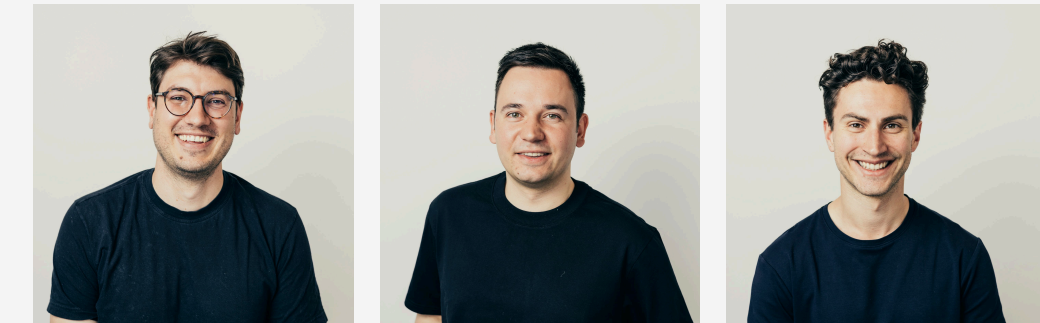
Malte
Founder & CEO



05 Reference Checks

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

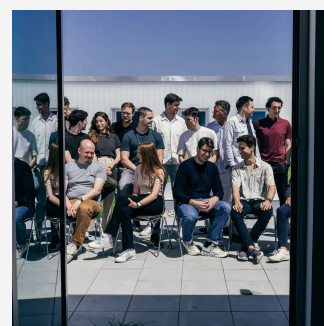
Malte, Paul or Steffen
Phlair Founders



02 Hiring Project

You tackle a case study in 1h, followed by a 1h call in which you present your results.

Your future team lead!



04 On-site Assessment

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.

Phlair Team & Founders
We're excited to meet you!



06 Offer

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

Malte & Chiara
Welcome to the team!

