



Recruiter

Location: Skopje, Macedonia

Type: Full-time

Apply: Email resume and why you are a good fit to cv@protonmail.com with "Recruiter" in subject

Our company

Our mission is to defend human rights and democracy through building software that is essential for **digital freedom** and **privacy protection** for all Internet users.

ProtonMail was founded in 2014 by a group of scientists who met at the European Organization for Nuclear Research (CERN). And since its inception, the company has grown at a fast pace and today has over 26 million users. Our principal product, **ProtonMail**, is the world's largest secure email service. Our second product, **ProtonVPN**, is one of the world's most popular VPN services. Our vision is to build an Internet platform for the protection of digital rights, and we are also developing additional products such as **ProtonCalendar**, **ProtonDrive**, and much more.

Proton users include leaders of the Hong Kong protest movement, *New York Times* journalists, some of the world's largest corporations, and millions of ordinary citizens from over 180 countries. Our team is diverse and dynamic, representing over 30 different nationalities, with offices in Geneva, Zurich, Prague, Vilnius, Skopje, San Francisco, and Taipei.

About the position

We are looking for an experienced recruiter to join our Skopje team and help build a strong and motivated team. You will actively headhunt potential candidates on LinkedIn, research and implement various sourcing techniques and help to handle a number of positions, including technical customer support and software engineers.

What you will do

- Collaborate with hiring managers and HR team to identify and prioritize recruitment needs
- Create and post job openings on our recruitment platforms
- Source and headhunt potential candidates on LinkedIn and other social networks
- Research and use creative sourcing techniques to find the top talent in the area
- Partner with hiring managers to screen candidates' applications, organize interviews, select the best candidates and create offer packages
- Develop a talent pipeline for future recruitment needs
- Establish effective relationships with candidates, internal partners and external agencies



Job Requirements

- Proven experience as a recruiter, ideally in a start-up environment
- Solid understanding of Macedonian customer support and tech talent pools (local companies, top universities, recruitment channels)
- Experience in active sourcing (headhunting)
- Experience in employer branding
- Strong communication and English language skills
- Curiosity and tech-savviness
- Ability to collaborate effectively with people from all levels of an organization

Why work at ProtonMail?

- A friendly and casual office environment
- A dedicated office budget that can be used for gym memberships, buying snacks for the office, public parking or professional development
- We work on interesting, challenging problems every day. There is never a dull moment
- Our rapid growth means there are many opportunities for advancement
- The chance to do something meaningful. ProtonMail protects dissidents, journalists and activists. Our work saves lives
- Be part of something bigger. Millions of people and businesses around the world have embraced our idea of an Internet where privacy and security are the default. Join the privacy revolution that is changing the world

To learn more about ProtonMail, you can visit our website: <https://protonmail.com>