



# People & Culture Officer (m/f/d)

Full time

Frankfurt

€70-90k+

Perks included. Loot on top!

Everything starts with the team. Especially in tech. As People & Culture Officer (m/f/d), you are in charge of attracting, hiring, onboarding, enabling, developing and retaining the very best people we can possibly find to join our cause.

If this sparks your interest, ask for our Manifesto, Culture Code and core values: [careers@yatta.de](mailto:careers@yatta.de) – We'd like to meet you!

[yatta.de/careers](https://yatta.de/careers)



## Your key responsibilities

### Find the very best people to join our cause

- Craft talent acquisition strategies to build strong hiring pipelines across multiple channels
- Lead all recruitment efforts—rolling up your sleeves and digging in when needed
- Identify and address talent gaps, enabling rapid growth while keeping up the pace
- Help develop and establish the Yatta employer brand to support our mission, vision and strategy

### Help us to become our very best selves

- Track, manage and implement HR/talent/people-related processes and tools to create an environment where people thrive professionally and personally
- Establish and develop a clear, concise and performance-driven work culture that fosters equal opportunities, inclusion and diversity
- Own the “Yatta Academy”, our training & education program, to develop the best tech teams possible

### Build the most progressive tech company on this planet

- Drive forward operational excellence across all disciplines and teams through sincere guidance and feedback
- Work closely with our co-founders, executives and leads to contribute to all strategic and operational goals
- Foster and drive continuous improvement, organizationally, talent- and leadership-wise
- Work closely with the leadership team to continuously evolve employee experience at and with Yatta

### tl;dr

- Responsibility for talent acquisition and employee experience with a clear focus on learning and development, performance management, employer branding and our internal community
- Development of the overall Yatta talent strategy including recommendations for internationalization
- Act as sparring partner for C-level executives and team leads across all sites
- Responsibility for the HR budget and as a service provider, mentor and advisor to our internal leads

It's not just your qualifications that matter, but who you are and what you want to learn and achieve in the future.

Come by and get to know us. Drinks are on us! 🍹

## Your qualifications

### Education & skills

- Expert in employee experience and/or organizational architecture with a proven track record of hiring and developing tech and talent
- 5+ years of professional experience in people & talent management or human resources (HR) with 3+ years with leadership responsibilities, ideally in a fast-growing environment
- A completed university degree in business administration, human resources, psychology, law, or similar
- Excellent German, both written and spoken, as well as professional proficiency in English

### Personality and way of working

- You see yourself as a “servant leader”, align your actions strategically, and have a proven track record of developing people into leadership positions
- Commitment, personal responsibility and self-motivated drive to go the extra mile to get the job done
- An empathetic, communicative and convincing personality able to engage and inspire people

### Some quotes that resonate with us

- “Find a group of people who challenge and inspire you, spend a lot of time with them, and it will change your life forever.”—Amy Poehler
- “Talent wins games, but teamwork and intelligence win championships.”—Michael Jordan
- “Hard work beats talent if talent doesn’t work hard.”—Tim Notke
- “Great companies are built in the office, with hard work put in by a team.”—Emily Chang
- “Bring your whole self to work. I don’t believe we have a ‘professional self’ Monday through Friday and a ‘real self’ the rest of the time. It is all professional and it is all personal.”—Sheryl Sandberg



## Shared beliefs

### Technology with heart and mind

- *Analytical thinking:* We love problems. We enjoy thinking through and dissecting them. We analyze and recognize potential while developing and exploring solutions. We take on challenges and achieve results as a team.
- *Progress through continuous development:* We strive to consistently improve and always try to find the local optimum for each situation. We are constantly looking for new opportunities, seek to avoid waste and do not shy away from a challenge.
- *Sustainability through foresight:* We think long term and do not limit ourselves to short-term results. We do not foster egotistic needs but focus on the common good.
- *Lifelong learning:* We are all students. We are all teachers. Natural curiosity and continuous development are part of our DNA. We learn as a team in and outside our Academy, in software development and beyond. We reflect together and continue to grow—as Mensch, team, and organization.

### End-user focus

- *Human-centric:* Software development is not an end in itself. We measure our work as developers by the fact that our software ultimately helps and inspires people in real life.
- *Holistic:* We know that software is more than just code. Design, communication, language, accessibility, and usability are just as important as cost-effectiveness, maintainability and utility.
- *Entrepreneurial:* Good development never stops. With lean management and agile processes, we plan, build, and maintain software throughout its lifecycle. We follow this approach to ensure the best possible user experience. For today and tomorrow.

### Teamwork and responsibility

- *Teamwork:* A good team is more than the sum of its parts. We believe in the value of intensive, personal collaboration. As directly and immediately as possible, using technology where necessary. Diversity and interdisciplinarity, exchange and synthesis enrich the result.
- *Sportsmanship:* We work as a team, supporting each other to do our best. Some days you're the strongest, some days you're not, but we always have each other's back.
- *Responsibility:* We take responsibility for our users and customers, for our team and our society, for our vision and our values.





Yatta is a tech startup and software company located in Kassel and Frankfurt (Germany). We believe that software is changing the world for the better. That's why we strive to improve software engineering. Our mission is to enable developers by providing them with state-of-the-art tooling, for now and tomorrow.

### Contact

Manuel Bork  
+49 561 5743277-0  
[manuel.bork@yatta.de](mailto:manuel.bork@yatta.de)

Office Kassel  
Universitätsplatz 12  
34127 Kassel

Office Frankfurt  
Bockenheimer Anlage 46  
60322 Frankfurt

### Next steps

To get in touch, just drop us an email at  
[careers@yatta.de](mailto:careers@yatta.de).

Take heart and don't hesitate to apply even if the job description does not fit your profile! We hire people, not titles or positions. Together we'll find out if we have the right role for you to grow with the team.