



Recruitment & Hiring at Advanon

with

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Who is Advanon

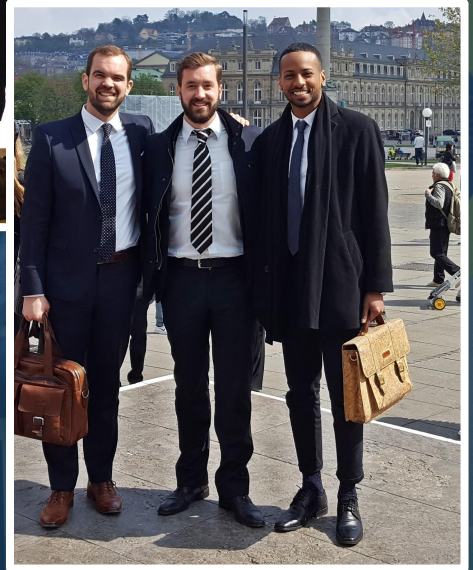


Invoice financing platform



Who is Advanon?

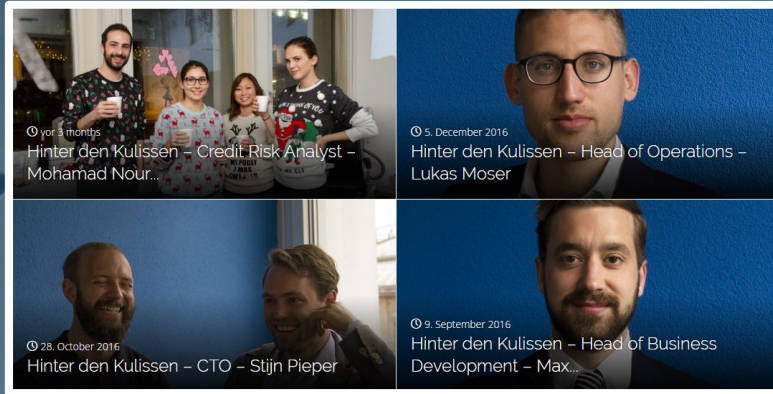
- Fintech startup
- Invoice Pre-financing
- Founded 2015 in Zürich



Preparing for Growth...



Big News: We're Growing!



Why & How Have We Grown?

Why?

- Series A funding success
- Expansion into Germany
- Platform changes & ambitious vision for future of product

How?

- Created a dedicated HR role
- 18 to 28 in 2 months
- Will be 38 in another 2 months



Our Challenges



Challenge 1: Preserve Culture

- First-week onboarding: no spoon feeding, create exploration, follow up with a check-in game
- “Advabuddy” - senior and newbie pairs
- Business as usual



Challenge 2: Enhance Diversity

- International, always a strength (28 ppl with 18 nationalities)
- Gender, always a weakness (1:6 ratio, fairly stable)
- Age, on the rise



Challenge 3: Building a Sustainable, Robust IT team

- Remote / On-site development team
- 2 locations: a functional split?
- Bigger team, greater leadership needs



Structuring our Fuzzy Processes



Source & Retain Awesome Talent:

From Referrals to Job Boards

- What's Worked:

- Targeted job boards / fairs
- No adverts on website, encourage open applicants
- Recruiters

- What Didn't Work:

- General job boards / fairs
- Guided memory referral technique
- Advaperks PR



What Do We Look for in a Candidate?

- Language/legal requirements
- Cover letters (yes, IT applicants are exempt)
- Evidence of initiative/all-rounder mentality
- Ambitious - great at starting stuff AND finishing!



Interviewing Process

- Basic screening
- 3 interviews (2 for interns) - all with a case study or home/live coding task
- All interviewers record notes, confidential until the end
- Bi-weekly hiring review
- 1 month timeline
- Exit Interview Survey
 - The more info at the start, the better
 - Knowledgeable, structured, and rigorous interviewers



What do Candidates Look for in Us?

- Challenge & room for growth
- Professional development - concrete paths
- Physical space as a palette of place
- A motivated, hardworking team
- Direct, 2-way feedback
- Hierarchy is okay, if the logic is clear



Advaperks

Advaperks-for-all

- Unlimited holiday / 2 weeks paid
- Working remotely / another office
- Transport

Pick-your-perk

- Gym, spa & wellness
- Paid free time courses
- Mobile tariff, Kindle,
- Shirts 'n suits laundered
- Tax consultant

Making Headlines!



A group of 14 team members, including men and women of various ages, are posed in two rows. The front row consists of five people sitting on a white bench, while the back row has nine people standing. They are all smiling and looking towards the camera. The background is a wall covered in large, colorful geometric shapes like triangles and polygons in shades of blue, green, yellow, and red. The entire image has a semi-transparent dark blue overlay.

Our team now

A team on a mission



Q&A

