

PERGOLUX



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PERGOLUX is revolutionizing the outdoor living market with affordable, high-end pergolas that rival custom-built solutions at a fraction of the cost. Founded just 3 years ago, we've rapidly scaled to a team of 200+ passionate individuals. Our vision? To ensure every garden owner has a PERGOLUX pergola. We're active in 15 countries, including the US and Germany, with ambitious plans for further international expansion.

Working Student- Executive Recruiting (m/f/d)

City: Berlin; Starting date (earliest): At the earliest possible; Remuneration: 12,82 €/hour

Working field

Join our growing Talent Acquisition team as a Working Student in Executive Recruiting, where you'll take on real responsibility in identifying, engaging, and managing relationships with top-tier executive talent. This is more than just a sourcing role - it's a gateway to understanding the full life cycle of high-impact recruiting in a fast-scaling, international company. If you're curious about leadership hiring, enjoy research and communication, and want to shape the future of teams from behind the scenes, this is your moment.

Tasks

-Strategic Sourcing

Become a master of talent discovery - leveraging LinkedIn, advanced Boolean search, internal tools, and creative outreach strategies to build strong pipelines of executive-level candidates across functions and markets.

-Pipeline & Candidate Engagement

Own the candidate journey from first contact to shortlist. You'll manage pipeline stages, coordinate outreach, follow-ups, and updates, and ensure candidates receive a world-class experience that reflects our brand and culture.

-Future Development

As you grow into the role, you'll be trained to conduct initial candidate screenings and contribute to the evaluation process—gaining exposure to interviewing, assessment frameworks, and stakeholder collaboration.

-Market Intelligence

Track industry trends, talent movements, and competitor organizational structures to inform search strategies and build strategic talent maps.

Reporting & Feedback Loops

Help drive data-informed decision making by maintaining up-to-date pipeline reports and sharing relevant insights with hiring teams.

Requirements

- Student Status: Enrolled in a Bachelor's or Master's degree in Human Resources, Business Administration, Psychology, or a related field.
- Communicative & Curious: You're eager to connect with people, ask thoughtful questions, and communicate with clarity and empathy.
- Organized & Driven: You love lists, pipelines, progress bars and keeping things moving forward with precision and accountability.
- Digitally Fluent: You're confident navigating sourcing platforms, ATS systems, and the occasional spreadsheet.
- Trustworthy & Discreet: You understand the sensitivity of hiring at the executive level and handle all information with care.
- Ambitious: You see this role not as a task list, but as a launchpad for a career in strategic talent acquisition.

Bonus Qualifications

- Previous experience in recruitment, HR, or high-touch customer engagement is a plus.
- Interest in executive search, organizational behavior, or strategic HR.

What we offer

- Real Responsibility: You'll be hands-on from day one, with the autonomy to shape candidate pipelines and improve hiring outcomes.
- Mentorship & Growth: Get coached by experienced executive recruiters and expand your understanding of talent strategy and organizational design.
- High Impact: Your work will directly influence the leadership teams that drive PERGOLUX's global growth.

Vibrant Culture: Join a collaborative, international team that values initiative, creativity, and continuous learning.

Application

We are an equal opportunity employer and value diversity at our company. We do not discriminate on the basis of race, religion, color, national origin, gender, sexual orientation, age, marital status, veteran status, or disability status.

We look forward to receiving your application and resume!

For more exciting insights into the PERGOLUX culture visit our LinkedIn or Instagram page!

www.linkedin.com/company/pergolux

www.instagram.com/pergolux_career

More information at <https://stellenticket.de/194655/TUB/>
Offer visible until 03/07/25

