IDP – Shape the Future of HR Tech with Data & AI

Senior Connect GmbH

💡 Background

Senior Connect is Germany's leading platform for connecting experienced professionals with new career opportunities. With over 100,000 senior talents in our pool, we're pioneering AI-driven solutions to address the growing need for experienced employees – and transform the way hiring and career development is done. To take our technology and data to the next level, we're looking for support in building robust, scalable data infrastructure and smart tools.

💪 Who We Are

Senior Connect is a fast-growing HR-Tech startup tackling ageism and the talent shortage with cutting-edge AI solutions. Our platform connects experienced professionals with purpose-driven job opportunities and helps companies rethink the way they hire. We're supported by leading accelerators and backed by a Germany-based HR-Tech VC, several business angels, and two of the country's leading family offices.

🧢 Your Role

We're looking for ambitious students to tackle one or more of the following:

- Build a scalable **ETL data pipeline** for efficient processing of talent data
- Conduct **data analysis** to uncover insights from our talent pool
- Develop a **standardized data architecture** for HR-related use cases
- Design and improve the next generation of our **AI-based matching algorithms** using advanced NLP techniques

Your work will directly contribute to our product – no sandbox – and be used by real users

🧠 Topics of Interest

- **Data Infrastructure:** ETL pipeline design, data integration, Google Cloud
- **Machine Learning:** NLP, Generative AI, Resume/CV generation
- **HR Analytics:** Talent pool insights, matching models, skill gap detection

🎓 Expectations

- Solid experience in Python
- Interest in NLP and Generative AI
- Understanding of SQL/NoSQL, databases & cloud-based workflows
- Bonus: Google Cloud, experience with HR-related datasets

📝 How to Apply

Please indicate your preferred start date in your application.

Send your CV to: kontakt@senior-connect.de

Questions? Reach out directly to us via email.