

## Lead Recruiter

### Description

Come help us change residential real estate investing for the better! Backflip is a venture-backed real estate FinTech company that supports entrepreneurs to acquire and renovate single family homes, thereby reinvigorating the housing supply and their local communities. The company offers purpose-built technology and capital products to source, analyze and finance residential real estate investments. Backflip is an all-in-one platform providing entrepreneurs with the technology, data, and financing strategies that allows them to scale their businesses. Backflip is looking for a Lead Recruiter to join our People team. We are a fast-paced company and fast growing company looking for our first recruiter at Backflip. Our people are our most valuable asset and this person will help us continue to ensure this. We are looking for someone who is motivated by an entrepreneurial environment and is excited to help us grow the company. This is an opportunity to get in on the ground floor (~50 person team) and work directly with executives in a fast-paced and well-capitalized startup (Series A). All Backflip positions are remote (US based). Like the people we serve, we believe being free to create wherever youâre most inspired is one of lifeâs greatest joys. Itâs better for individuals, for the community, and for fostering great work to emerge. With our work-from-anywhere approach, Backflip brings together a diverse team of individuals, with passions for innovation, art, coding, AI, data, finance, film, real estate, the environment, learning and teaching. Together, we're moving fast. This candidate will champion Backflipâs culture & core values: -Raise the standard of what is possible -Embrace being the novice to become the master -Work only with those who want the best for us -Communicate quickly, naturally and with radical candor -Test new things to invent and challenge the status quo -Today, nay now! nWhat Youâll Do: Manage full life-cycle recruiting for technical, GTM and other roles across the company Partner with hiring managers to understand current and upcoming needs and priorities Improve our ability to be data driven; determine KPIs and metrics to track Help build and lead scalable best in class recruiting processes Proactively drive recommendations to increase hiring efficiencies Lead and inspire a best in class candidate experience; collaborate with Backflip team members to train, advise, and deliver a consistently distinct and positive experience that reflects Backflip values Identify and deliver effective and innovative employer branding strategies Track and assess industry and talent market trends to help us attract and retain top talent Serve as an expert user of our internal recruiting tools (Lever) Ensure we are practicing inclusive recruiting practices Work with People team on ad hoc projects as needed This role will evolve as the company grows; there will be various tasks that fall outside of the responsibilities above. Qualifications 5+ years of full-cycle recruiting experience including technical and business recruiting experience 1+ years of experience at a high-growth startup Ability to work in a fast-growing environment; passionate about getting into the details to problem solve and ensure success Successful track record of achieving hiring targets as well as the KPIs & metrics required to achieve them A high sense of accountability and dedication to delivering results with a high attention to detail and quality Ability to navigate ambiguity and solve problems independently without sacrificing quality of work A can-do, team mentality — no task is too small and youâre willing to jump in when needed Ability to adapt to changing hiring needs and priorities as they evolve Strong written and verbal communication skills Experience and proficiency with Lever, Greenhouse (or similar ATS), LinkedIn Recruiter and other recruiting/sourcing tools Nice to have Prior agency experience Experience being the first recruiter on a team n\$100,000 – \$125,000 a year\* The Compensation figure above includes Base Salary + Performance Bonus, and is based on a variety of factors including prior experience. In addition to a competitive market salary, Backflip employees receive equity stock options, 100%

### Hiring organization

Backflip

### Job Location

Remote

### Base Salary

\$ 45000 - \$ 85000

### Date posted

April 25, 2024

Apply Now

paid health care, a 401K + company match, among other industry-leading benefits. Backflip is an equal opportunity employer. We know that building a world-class organization is not possible without an intentional focus on recruiting, empowering, promoting and rewarding the best and brightest people of all backgrounds. Backflip focuses on hiring individuals that align with its Core Values (listed above), and consistently display a high ethical standard, both personally and professionally. Please mention the word **\*\*TRIVIALY\*\*** and tag `RNjluMy4zNi4xOTg=` when applying to show you read the job post completely (`#RNjluMy4zNi4xOTg=`). This is a beta feature to avoid spam applicants. Companies can search these words to find applicants that read this and see they're human.

## **Contacts**

Job listing via RemoteOK.com