

Phlair Candidate Guide

PHLAIR™

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INTRODUCTION

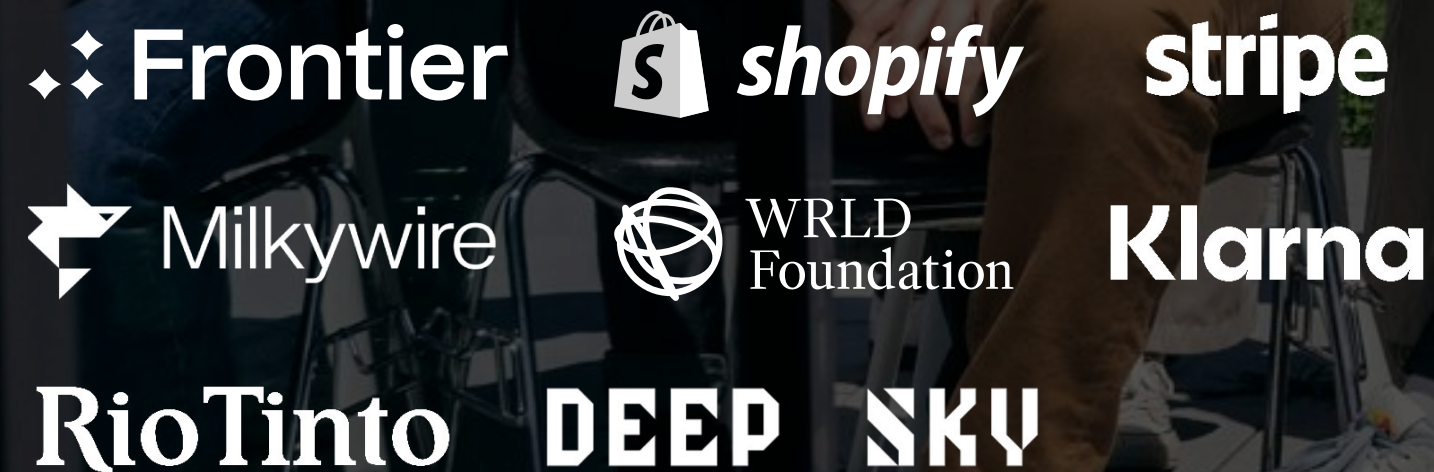
We have a solution for the world's most pressing problem 🧡

Our vision → Enable a carbon-negative future.

Our mission → We unleash CO₂'s potential through breakthrough innovation. We rapidly deploy Direct Air Capture technology, facilitating the removal and reuse of CO₂ at scale.

We are trusted by...

WORLD-CLASS CUSTOMERS



WORLD-CLASS INVESTORS & GRANTS



WORLD-CLASS PARTNERS



CULTURE

Our values and principles

01 Think really big

We commit to solve humanity's biggest challenge. We face it with boldness and persistence, and act with a maniacal sense of urgency.



02 Get shit done

We own our work, commit to excellence and push for action.

03 Accomplish more with less

Constraints breed innovation. We value resourcefulness, and thrive accomplish more with less.



04 Empower teamwork

We win as a team.

05 Adapt fast

Nothing is set in stone. We have a clear north star, but we're adapting our path on the go.



HIRING PROCESS

01 Intro Call

You get to know Phlair and our vision. We get to know your motivation & what drives you.

Carina
Founder's Associate



03 Founders & Culture

We meet for an online interview with our founders to check your drive and cultural fit. In advance, you will be asked to complete the Clifton Strengthsfinder (a 30–45 minute online assessment)

Malte, Paul or Steffen
Phlair Founders



05 Reference Checks

You provide 2-3 references that you have worked with previously, for us to have a quick chat with.

Malte, Paul or Steffen
Phlair Founders



02 Hiring Project

You tackle a case study (usually 1h), followed by a 1h call in which you present your results.

Your future team lead!



04 On-site Assessment

We invite you to our location in Ismaning. You work on a practical or theoretical task with a future colleague and get to meet the team, including the founders you haven't met so far.

Phlair Team
We're excited to meet you!



06 Offer

We offer you 2 options:
Higher salary vs. higher equity.

Welcome to the team!



During the hiring project you can demonstrate your skills and knowledge while the Strengthsfinder shows us who you are and what makes you unique

Step 02

The hiring project

The hiring project is an assignment that enables you to apply your skills and experience to a real **problem** or **task**.

The assignment will be tailored to the role you applied for and fits with your educational and professional background.

You will gain access to your hiring project via a Notion link prior to your interview with the hiring manager.

Depending on the role. You will have 60-90min to prepare for your hiring project call.

Present your findings

You **do not** have to prepare any slides for your presentation but you can use slides if visualization helps to communicate your ideas.

Be structured about your results and be creative. We enjoy a good discussion!

Dig deep

It is all about showcasing your skills here - be prepared to talk about your topic to some extent and avoid using generic answers from ChatGPT.

Step 03

Strengthsfinder

We use the Clifton Strengthsfinder as a tool to identify your unique strengths and talents. As a company, we use it to better understand what **motivates** you and to ensure we are assembling a well-rounded team.

We're not looking for any particular strengths; rather, we value **honesty** in responses so that we can truly get to know you!

TIPS & TRICKS

Our hiring projects are designed to allow us to learn more about you. Here are some tips on how to make sure you are prepared and relaxed before your interview

01 Practice your presentation prior to your interview

- Make sure to practice presenting your results at least once. This gives you the chance to identify gaps in your presentation and be more prepared.
 - Think about some questions you would like to ask your interviewer - we are more than happy to answer them!
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02 Prepare your topics and make sure your laptop works

- Double check if your camera, sharing, and microphone work. Also, be sure to have a stable internet connection but do not panic if it is interrupted. Just send us a message to careers@phlair.com and we will make sure to reconnect!
 - Set up in a quiet and brightly lit room where you will not be interrupted.
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03 Make it easy for us to follow you

- Speak slowly and articulate your ideas clearly. Make sure to pause between ideas to give your interviewer a chance to raise questions.
- Include a structure in your answers. Following the STAR method is always a good idea.

FAQS

Here are answers to questions you might still have!

→ What is the best thing about working at Phlair?

At Phlair, we are a team of entrepreneurs. This means you have a lot of responsibility but also the freedom to take your own decisions. As part of our team, your work will directly contribute to the most pressing problem humanity is facing, with the chance to shape the future of our company and the entire industry. With an inclusive and dynamic environment, along with perks like stock options, generous vacation time, canteen lunches and weekly free lunch by our chef, Phlair offers both the excitement of startup life and the rewards of making a real impact.

→ What career development opportunities do we offer?

Our growth trajectory translates to potential career advancement opportunities for you within Phlair. Our monthly feedback and quarterly performance reviews offer an opportunity to evaluate your progress and identify areas of strength, as well as areas that may require improvement. To further develop professionally, we are always open to discussing learning programs and upskilling opportunities!

→ What are the expectations in your role for the first 3 weeks?

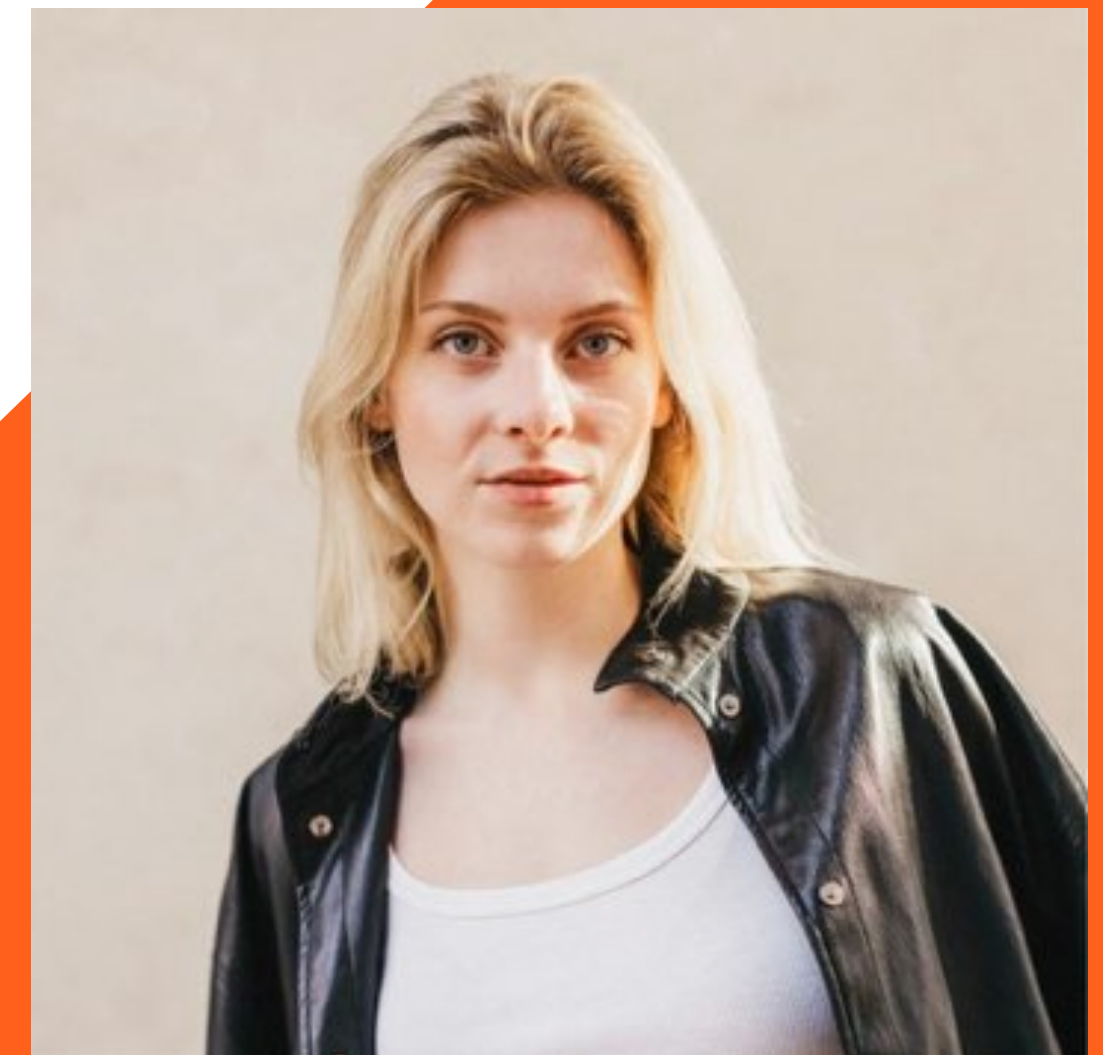
Onboarding is super important to us! We know that the first weeks at a new company are really exciting but can also be overwhelming. We will introduce you to everything you need to know - from company culture to in-depth role specific onboarding sessions. We also expect you to take ownership of your journey from the start. We encourage you to actively engage and absorb as much as you can during initial weeks, setting the foundation for your success with us.

→ Why is the hiring process structured this way?

We've tested and refined different approaches and found that a thoughtful, thorough process leads to the best outcomes, for both sides. Each step helps us understand your strengths, motivations, and fit, while giving you a clear, honest view of who we are and how we work. It's a two-way process designed to set each other up to elevate.



Next steps.



Chat with us!

We are happy to help you with any questions regarding your interviews and the application process. Don't hesitate to reach out!

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