

We need you.



About the job

kununu helps millions of people make better career decisions through authentic insights into workplaces. As our Senior UX Researcher, you will own research for our B2C experience, building a deep understanding of the people who visit kununu, what they need, and why they come back.

You will join our UX team and work embedded with product managers, designers, and analysts. This is a hands-on senior role: you drive the research agenda for the B2C side, run the studies yourself, and turn what you learn into decisions the whole company can act on. The position is limited to a maximum of 24 months.

Your Tasks

- Identify and prioritize research needs for our B2C products and drive user research efforts from discovery to validation.
- Plan studies, conduct research, analyze results, report findings, and provide recommendations in a clear and consistent way.
- Work across qualitative and quantitative methods, combining interviews and usability testing with surveys, behavioural data, and experiment results to answer the question at hand.
- Facilitate UX evaluation and validation activities such as usability testing of prototypes and features.
- Advocate research findings across the company, communicating insights through reports, presentations, and close collaboration with teams.
- Create research-based models and frameworks (personas, archetypes, journeys, etc.) that help teams take action to improve our product.
- Maintain and contribute to our research repository so insights stay findable and build on each other.
- Optimize and improve our research operations with AI and tooling, from recruitment and analysis to insight sharing, and set clear standards for best practices to ensure quality and speed.

- Provide expert guidance on research approaches, methods, and processes, and coach designers and product managers who run their own studies.
- Partner and collaborate with teams and peers across the organization to develop insights and create a holistic understanding of our users, customers, and business needs.

Your Skills

- Proven background as a UX Researcher with a minimum of 5 years in a research-focused role, ideally on consumer-facing (B2C) products.
- University degree in UX, HCI, psychology, or a related field.
- Deep command of modern user research tools, processes, and methodologies, including survey design and research on live experiments.
- Expert in conducting research and delivering high-value qualitative insights, with the quantitative skills to size and validate them.
- Expertise in discovering latent needs and hidden motivations.
- Hands-on experience using AI in the research process, for discovery, analysis, and reporting.
- Ability to establish user empathy and be the voice of the customer in product decisions.
- Excellent communication and presentation skills, comfortable influencing senior stakeholders.
- Being a team player! 😊
- Fluent in both German and English.

Your Benefits

- Bring your dog to the office
- 6 week vacation
- Mobile devices also for private use
- Drinks, food & goodies
- Restaurant vouchers and employee discount
- Transparent, competitive salary
- Up to 12 weeks Workation
- Remote work option
- Trust-based working hours
- Communication on equal terms

Your Contact

You still have questions?
Feel free to get in touch with
me.

Apply

Barbara

Bárbara Serrano

Recruiting Manager

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