

We need you.



About the job

We're looking for an experienced Senior Data Scientist to join our Data Science team. You'll drive the re-imagining of our recommendation landscape: a project that will change how millions of people experience kununu. You'll work on a platform with a lot of traffic, so you can go from an idea to real results within weeks. On top of that you'll build agentic, LLM-driven applications on one of the largest collections of workplace insights in the German-speaking world, with a fast-growing stream of fresh feedback data. If you like to test hypotheses quickly and see how your models perform under real product constraints, this is the place for you.

The gross annual salary for this position ranges between €60,000 and €82,000 depending on qualifications and experience.

Your Tasks

- Drive the evolution of our recommendation landscape and shape how people discover employers, jobs and content on kununu.
- Own the full data science process: from framing the problem and exploring the data to modelling, evaluation and production rollout.
- Apply methods such as bandits and reinforcement learning to personalize content in a live, high-traffic environment.
- Design and build LLM-driven, agentic applications on top of a large body of unstructured data, and set up solid evaluation for them, including LLM-as-a-judge approaches.
- Work closely with product and engineering to turn business questions into data science problems and bring your models into the product.
- Define with product what success looks like: choose the right metrics and evaluation strategy, run experiments, and turn hypotheses into empirical results within weeks.
- ML-Lifecycle: Work with transformation tooling to build reproducible data foundations for your models, monitor quality and cost, and improve them over time.
- Mentor more junior colleagues in the team: review their work, share your knowledge and help them grow.

- Act as a sparring partner for the team lead on statistical methods, machine learning concepts and solution design.

Your Skills

- Several years of hands-on data science experience, including at least one recommendation or personalization system you brought to production.
- A strong foundation in statistics and machine learning. Practical experience with multi-armed bandit experimentation or reinforcement learning is a big plus.
- You are comfortable across classical machine learning problems such as classification, ranking and scoring, not only recommendations.
- Real production experience with LLM-based applications: agentic tools, LLM judges and evaluation harnesses.
- Solid Python and SQL skills. You are comfortable in a modern data warehouse and with transformation tools such as dbt.
- You write clean, tested and reusable code, and you see version control and code reviews as a normal part of your work.
- You explain complex results in simple terms to people outside data science, and you enjoy mentoring and giving constructive feedback.

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
- 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.

Barbara

Bárbara Serrano

Recruiting Manager

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Apply