

We need you.



About the job

Most products are built for one audience. kununu has two: millions of employees telling the truth about their workplaces, and the companies paying to be seen there. Designing for both, without compromising either, is the interesting problem. If that sounds like your kind of brief, keep reading.

“Let’s make work better.” That’s kununu’s mission. Every day, we work to make the job market more transparent and fair, giving people orientation through relevant content, personalized experiences, and recurring value along their entire career journey. As a designer here, you’d shape how that orientation actually feels, on the consumer side and the employer side, often in the same sprint.

The gross annual salary for this position ranges between €50,000 and €70,000, depending on qualifications and experience.

Your Tasks

- Design conceptual models, workflows, and information architecture across our B2B and B2C platforms, with attention to usability, accessibility, and the polish that makes a product feel considered.
- Translate user needs and business goals into intuitive product experiences, holding a holistic view of how the two sides of kununu connect.
- Own design quality and feasibility together with product managers, engineers, and researchers, making sure solutions are viable, valuable, and shipped well.
- Use research, experimentation, market understanding, and product analytics to shape design decisions and measure their outcomes.
- Apply user and business Jobs To Be Done to guide prioritization and continuously sharpen the product’s clarity and usefulness.
- Build interactive prototypes to explore directions and validate them through iterative testing with real users.

- Contribute to design critiques, cross-functional workshops, and product decisions, advocating for design rationale with clarity and confidence.
- Collaborate with other designers and researchers to define and maintain shared styles, patterns, and components that hold the product together

Your Skills

- Strong identification with our mission to bring transparency to the world of work, and the ambition to create real value for users and customers.
- Several years of experience as a Senior UX/UI or Product Designer for digital products, with a portfolio that shows impact, not just artifacts.
- Experience designing for both B2B and B2C, with the judgment to switch context and the craft to make each side feel built for its audience.
- Strong ability to understand and simplify complex product ecosystems, balancing user needs, business strategy, and technical constraints.
- Comfortable in dual-track discovery, partnering with research on qual and quant, using experimentation and product analytics to shape decisions and measure outcomes.
- Excellent communication and storytelling, with the ability to articulate design rationale, conceptual ideas, and research insights to designers, engineers, and stakeholders.
- Proficiency in Figma, Miro, and the prototyping tools you reach for to make ideas real.
- Working knowledge of iOS HIG, Material, and current web patterns to create modern, scalable experiences.
- Conversational German and working proficiency in English, written and spoken.

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

Apply

me.

Christina

Christina Ye-Gruenner

Recruiting Manager

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