

# NOWOS

\*\*\* WE ARE HIRING! \*\*\*

We are looking for a new high energy, sales-doer to join our team at NOWOS in Amsterdam! Your role will be to spread the word in the Dutch market: sales, account management, social media campaigns. The role will also entail some activities regarding operations and logistics and the internal organisation and growth of NOWOS.

If this is the perfect role for you here is what you need to know / who you are:

- You love sales, talking & connecting to new people.
- You are a doer and arranger of things: we are looking for a pragmatic person!
- You are a self-starter: you see what needs to be done and get's it done in a heartbeat!
- You have a lot of vitality / positive energy and you are flexible / adaptable and learn fast: NOWOS moves fast and changes quickly!
- You are comfortable with words and language in both Dutch and English; writing and creating things for social media is part of your role.
- You have faith in your own ability to grow, learn & evolve.
- You are a true team player: no space for dickheads! There is no ladder to move up on, so no room for rat races/corporate jungle games; we are a social company and we are committed to our own personal growth. We aim to show up as who we are, the full person.
- Your personal purpose resonates with the purpose of NOWOS: check out our mission statement below! We are in this because of business, but just as equally so because of the greater good: people and planet. This means we put ourselves aside at times.
- You are looking for a position to hold for the long-term / foreseeable future.
- You'd love to have a job that allows you to work with a super positive and expansive team, and crazy awesome unique benefits!

Be mindful of the fact that the team of NOWOS is still in it's early stages. We hold office at a super cool start-up incubator in Amsterdam and our team is working from different locations in Europe. At certain days you might be alone in the office if you choose to do so (working times and places are flexible). We are looking for a person who sees this as an opportunity for lot's of flexibility and responsibility.

About us:

We are NOWOS, a social start-up specialized in the recycling of useful materials from urban waste (Urban Mining), such as (Lithium-Ion) batteries. We aim to not only reclaim raw materials from batteries, but to reclaim them in a way that has a positive effect on our planet, people and profit! We aim to add value by treating used (Lithium-Ion) batteries not as waste, but as a valuable material for re-creation.

NOWOS is a social company. We intrinsically wish to contribute to a new human centered business paradigm. This means we put ourselves - the humans working with NOWOS - at the center. And we don't say this in vain; we truly put our ambition and effort into this! We offer an environment specifically set up to support you to thrive and unleash all of your potential. We are a self-managed company, with no bosses. But don't mistake this freedom for something frivolous, you will be asked to take on full responsibility for your own actions and personal growth!

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Working for NOWOS means you really love to work together with other people and you love to grow together with other people; we share our successes and mistakes collectively and we take responsibility for our learnings individually. We learn and grow every step of the way, meaning we provide our fellow humans with advice and feedback and together we sense where NOWOS wants to go. This is not for the faint hearted, you will be asked to be vulnerable and truly show up as what you are: there is no hiding behind masks, roles and labels. Ask yourself before responding: are you ready to embrace both your humility as well as the faith in yourself and to individually and collectively thrive? If yes, you will be provided with every opportunity for growth, transparency and freedom you can think off, next to a competitive salary, opportunities to work abroad (we are planning to set up our offices in Great-Britain and France at the start of 2020) and a chance to really participate in NOWOS as an entrepreneur if you wish to.

About the hiring process:

If each one of the above points are a complete “YES!” for you please email your under 300 words written submission for this role asap to [prins@NOWOS.com](mailto:prins@NOWOS.com). If you know somebody who may be right for this job please tag them in!

We intent to find the right person with the right fit for Nowos, meaning we don't put a closing date on this role. However, we do invite you to respond as soon as possible (we currently have 1 role available and we will close the process once we find our match; of course candidates will be informed when that happens). On the basis of your written submission, we will decide if the fit sounds promising enough for an interview. We will base this decision on items such as:

1. Self-efficacy: do you know and believe in your strengths?
2. Adaptability: are you able to tackle the challenges of tomorrow?
3. Vitality / fit with the job requirements: are you able to thrive in this role?
4. Intrinsic motivation / dedication: does your purpose resonate with the purpose of Nowos? Are you able to be of service and surpass your ego at times?
5. Talent / organization fit: would a self-managing organization truly suit you? We have very fluid roles at Nowos, meaning we prefer your character and personality over talent/skills/knowledge in a specific area.

Most importantly: we would just really like to know who you truly are!

Our mission statement:

At NOWOS, we envision a global economy that uses business as a force of good. This economy is comprised of a new type of corporation, which is purpose-driven and creates benefit for all stakeholders. We aim to not only reclaim raw materials from (Lithium-Ion) batteries, but to reclaim them in a way that has a positive effect on our planet, people and profit. We aim to add value by treating used (Lithium-Ion) batteries not as waste, but as a valuable material for re-creation:

- We believe you should actually get paid for your used products! Recycling should be cheaper than digging materials from the ground.
- Moreover, we believe the process of reclaiming raw materials should have no additional negative side effects on the planet and people, giving our earth and population a chance to regenerate!

This asks of us and our partners to co-create a radically different process of reclaiming raw materials: more efficient, better in quality, with less negative side effects. This people oriented, environmental approach is also expressed in the company name: ‘NOWOS’, meaning living again.

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Our core activities include:

1. Recycling of useful materials from urban waste (Urban Mining) and the facilitation of end-to-end circular and logistic processes in the field of (Lithium-Ion) batteries (Reversed logistics);
2. Providing advice and services with regard to all aspects of safe handling, legal rules and administration in relation to Lithium Ion and all other (logistic) processes concerning battery waste.