



Hello!

Are you a Hero?

A Candidate's Guide to Delivery Hero



About Delivery Hero

Delivery Hero is the world's leading local delivery platform.

We have grown rapidly from inception in 2011 to become one of the leading global online food ordering and delivery platforms and we're now innovating and creating new services.

We are particularly proud of pioneering 'Quick Commerce', the next generation of e-commerce: Quick-commerce brings products to customers instantly and in small batches, whenever and wherever they need them. We deliver household goods as groceries, pharmacies and flowers to customers' doors within one hour, and in many cases much faster.

Delivery Hero as a “House of Brands”



talabat



HUNGER
STATION

myjam



요기요



BAEMIN

Delivery Hero in Numbers



founded in
2011

791 M
orders in Q3/2021

countries
ca. **52**

Quick commerce business
growth
>400%

861
active Dmarts in
40 countries

> 43,000
employees globally
> 2,900
employees in Berlin HQ (by the end of
2021)

89%
revenue growth in Q3/2021 YoY

Listed company since
30th
June 2017

13
brands

Our Vision



**Always delivering an
amazing experience.**



AMAZING
Products



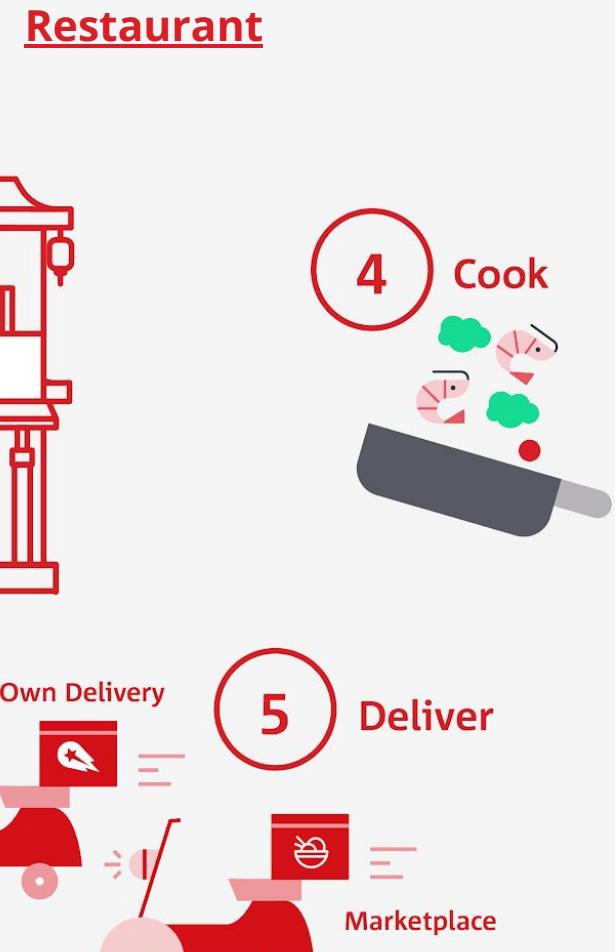
AMAZING
Ordering



AMAZING
Service



Platform Business



Our vision to deliver anything, locally



Quick commerce

Quick commerce (q-commerce) is the next generation of e-commerce, delivering small quantities of goods to customers' doors almost instantly. As speed and convenience become ever more important to customers, Delivery Hero is pioneering fast delivery through q-commerce. We promise to deliver groceries, pharmaceuticals, flowers and household items in under one hour and often as little as 20 minutes.

Dmarts

Our Dmarts (delivery-only supermarkets) allow us to deliver groceries and household goods to customers in record time. By using centrally located warehouses optimized for delivery, in some countries, we aim to deliver goods in under 20 minutes.





Working at Delivery Hero



glassdoor
2020 BEST PLACES TO WORK
EMPLOYEES' CHOICE



As a Hero you will:

- ★ Make people's lives easier by delivering amazing experiences for our customers, partners and employees.
- ★ Join the global market leader and a publicly listed DAX company with a competitive remuneration package.
- ★ Bring your whole self to work! Be part of an international, diverse & inclusive team.
- ★ Make an impact in a fast-growing industry with ambitious internal expansion targets.
- ★ Start your career with transparent OKRs and exciting development opportunities.
- ★ Work in a cool & modern workplace that is officially certified as a Great Place to Work®, LGBT+ Diversity Champion and among Glassdoor's Best 25 employers in Germany.
- ★ Be part of a company that is committed to sustainability, both when it comes to our business growth and our environmental footprint.

Our Values



Our People Leader Principles



Based on our values, the People Leader Principles outline behaviours unique to Delivery Hero and set the foundation for amazing leadership. As we continue to grow, we need to define what it means to be an amazing leader at Delivery Hero in order to align expectations and grow our leaders. This defined set of leadership behaviours is applicable to all our Heroes and leveraged in our leadership development programs.



Find potential. Grow potential.

Identify, grow and challenge people to develop beyond their comfort zones.



Empower & trust.

Instill accountability, ownership and empower teams to make the call.



Seize the opportunity.

Operate with an entrepreneurial mindset and deliver solutions.



Embrace humility.

Put the team's needs first, own mistakes and roll up sleeves.



Focus on what

Outcome driven, prioritise deliverables, make the call when it's difficult.



Be 100% you.

Authentic and honest; do not play to politics.



Win as a team.

Team players; create an environment where everyone is heard, engaged, recognized.



Champion inclusion.

Build diverse and inclusive teams and tailor approach to each individual.

Your benefits



PHYSICAL WELLBEING

Yoga & Gym Subsidy

Find your inner peace.
Relaxing Yoga every Wednesday. **Stay fit and healthy.** Sign-up with subsidized rates with either **Gympass** or **Urban Sports Club** and, access a broad network of sports..

Headspace

Stay calm. Access guided exercises, videos, and more that helps you stress less, move, sleep, and more. Free membership for DH employees

Swapfiets

Be out of traffic. Sign-up with subsidized membership rate, and cycle around Berlin .

EAP

Delivery Hero's Employee Assistance Program is provided by ICAS and offers 24/7 access to private, confidential support and counseling.



CAREER WELLBEING

Learning & Development

Helping you upskill. At Delivery Hero growth matters. For this we offer you internal training & coaching as well as access to extensive e-learning content. After passing your probation period (6 months) you are additionally eligible to use a personal educational budget (1.000 EUR per FTE) for conferences and other training and coaching opportunities.

Language Support

Interested in learning another language other than your own? We support our Heroes with a broad and flexible language offers.



SOCIAL WELLBEING

Parental Support

Tailored support and search assistance for your childcare needs provided by our partner.

Social Security Seminar

Get to know how social security system works in Germany. Topics covered: gross salary/net salary, public health insurance, pension insurance, unemployment insurance, and occupational accident insurance.



COMMUNITY WELLBEING

Subsidised Meal with Sodexo

Subsidised Meal benefit will be provided by the **Sodexo Restaurant Pass**, which can be used for supermarkets, delivery services, restaurants and more.

Foodpanda voucher

Delivery Hero offers all active employees EUR 7 x 6 vouchers per month to be used on foodpanda platform, for restaurants, shops, or pandamarket orders valued EUR 10 or above.

Discounts

More ways to save money. Enjoy a variety of corporate benefits and hero recommendations every month at all your favourite shops, restaurants and services.



Delivery Hero Benefits



FINANCIAL WELLBEING

Corporate Pension Scheme

Save up for the future. Learn about how to get the opportunity to sign up for a pension plan and join our workshops.

BVG

Berlin is easily accessible by public transportation. Sign-up to BVG subsidized membership rate. Exploring Berlin through options on fare zones, monthly, or yearly.

LTIP

The long-term incentive program. Learn about how to participate in our success story. We grant you shares (RSU) and stock options (SOP) so together we can benefit from the long-term success of Delivery Hero.

Deutsche Bank Partnership

Special conditions and rates, personal consultation, and advice on all financial matters

Life Insurance

Financial protection for you and your family due to unforeseen events

Your Hiring Experience



In our recruiting process we are striving to be as efficient and transparent with you as possible. The typical recruiting process at Delivery Hero can take around 3 weeks and is structured like this. Depending on the position you are applying for it might be adjusted.



Step 1

Submit your application



Step 2

Interview with Talent Acquisition



Step 3

Complete an assessment



Step 4

Interview with Hiring Manager



Step 5

Interview with the Team



Step 6

Get hired!

Whether you found us, or we have found you - our goal is to align your dream career with one of our fabulous Global opportunities.

Ask us anything! This is a chance for you to find out everything you need to know. Our team of expert recruiters will be on the lookout to assess your skills, experience and if you're our next Hero.

Sometimes we need to see how you approach a challenge: a strategic plan, a coding problem or a creative marketing brief.

Here is your opportunity to dig a little deeper.... Our hiring manager will want to get to know you, and how you will take the team to the next level!

Your new teammates will want to know more about you on a personal and professional level. This is your chance to find out more about others' journeys with Delivery Hero.

Welcome to the Delivery Hero Family! Your recruiter will be there to conclude the process and introduce you to our onboarding experience teams who will take care of everything!

In compliance with applicable regulations, successful candidates will undergo a background verification check.

Tips and tricks for a successful remote interview

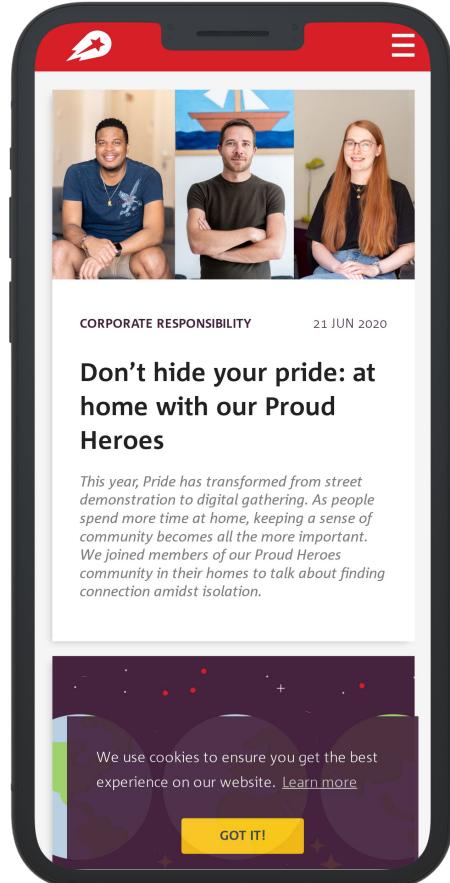


In order to ensure your remote interview runs smoothly, we suggest taking the following measures:

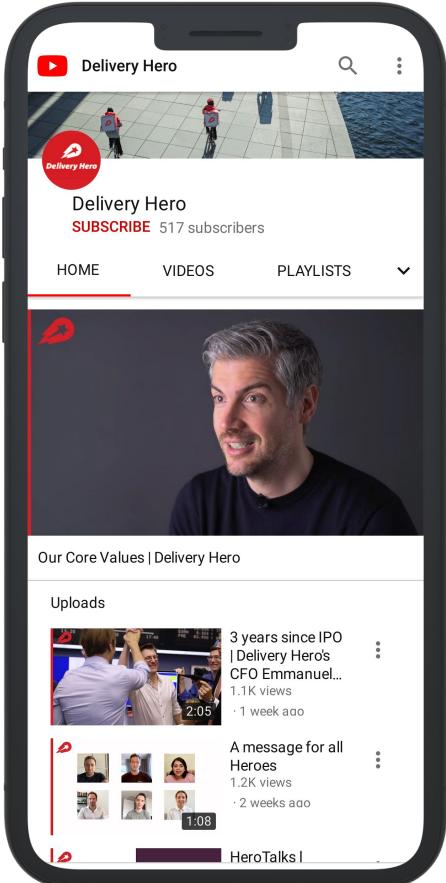
- **Test your technology** - make sure your camera, audio and meeting software are working well.
- **Set the scene and minimize distractions in your surroundings** – be prepared to turn on your camera. Check your lighting and make sure you're right in front of the camera.
- **Get familiar with Delivery Hero and the role** – read the job description of the role you are interviewing for, familiarize yourself with what is happening at Delivery Hero at the moment in our [newsroom](#). Understand our business model and our [values](#). Our values are at the center of everything we do.
- **Sit down prepared** – make sure you have everything you need for the interview at hand. We recommend having a glass of water nearby. Avoid distractions like checking your mobile phone.
- **Be yourself** – our heroes would like to get to know you and understand your interest and motivation for the role and company.
- **Don't be afraid to ask questions** – the interview is also an opportunity for you to get to know us better.

We wish you the best of luck with your interview!

Meanwhile, keep up to date with us on Social Media



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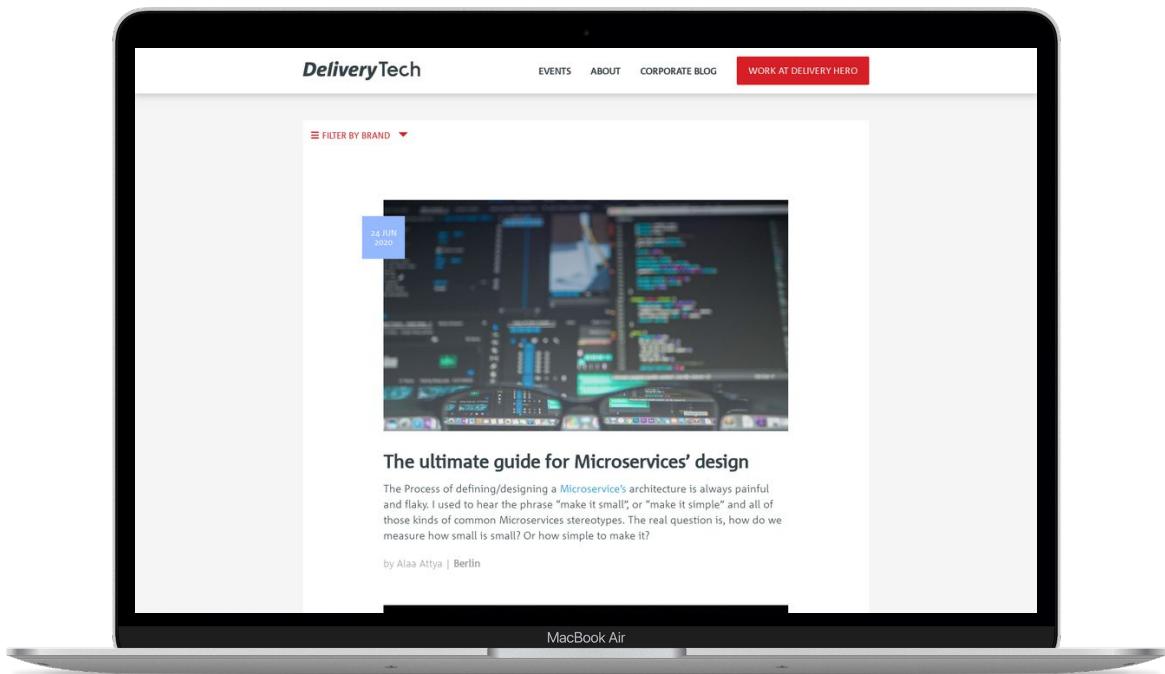


[LinkedIn](#)

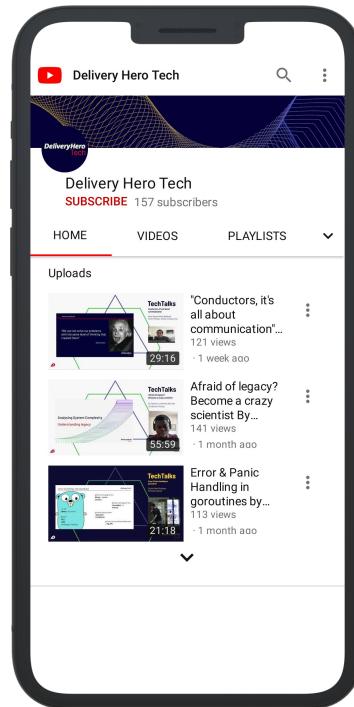


[Instagram](#)

Check out our Delivery Hero Tech channels



[Tech Blog](#)

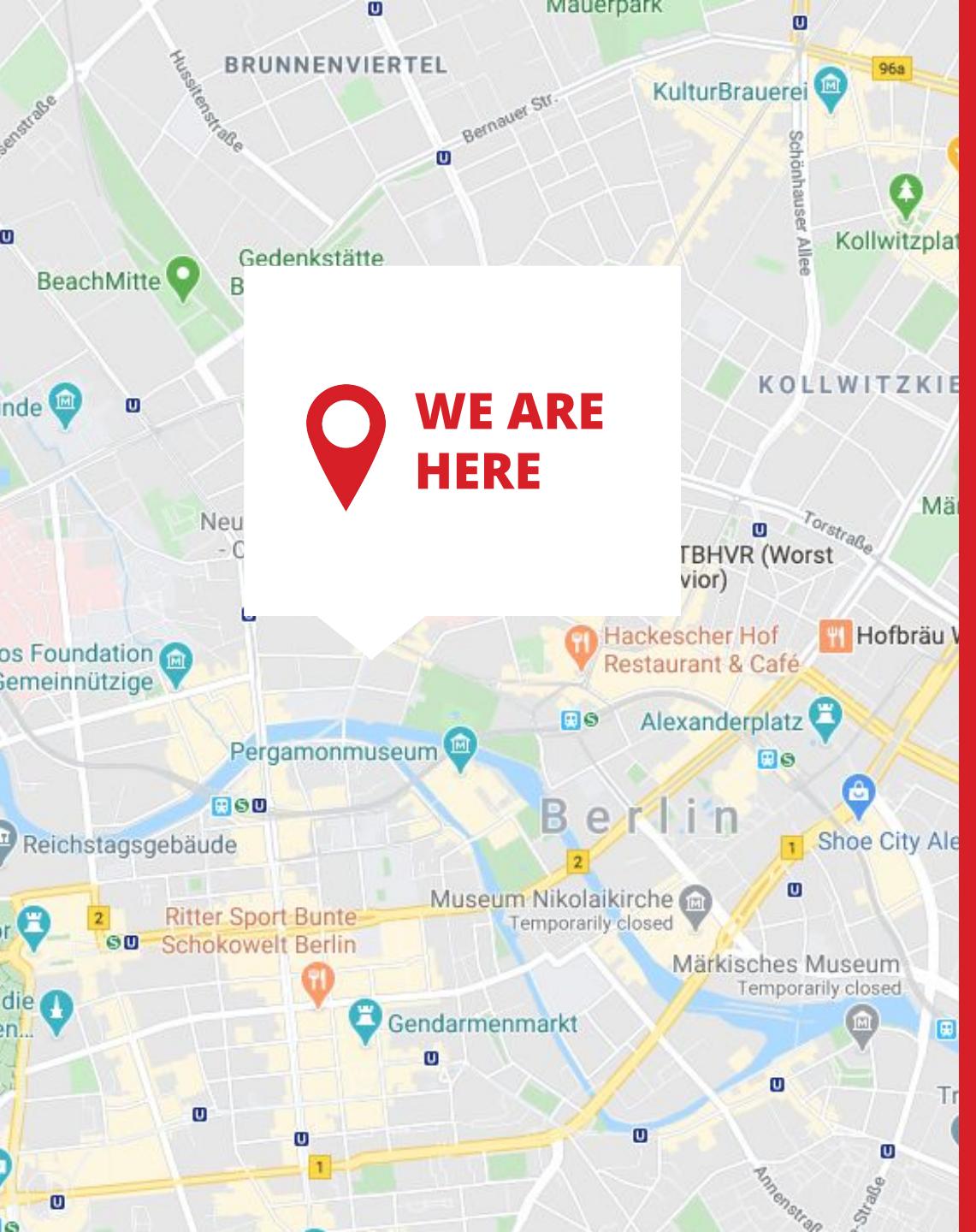


[Tech Youtube](#)

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Our Hero Hub in the heart of Berlin:

Berlin - Mitte
Oranienburger Straße 70
10117 Berlin
Germany

[Careers Website](#)

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[Corporate Website](#)



Delivery Hero

**We are looking forward
to meeting you!**