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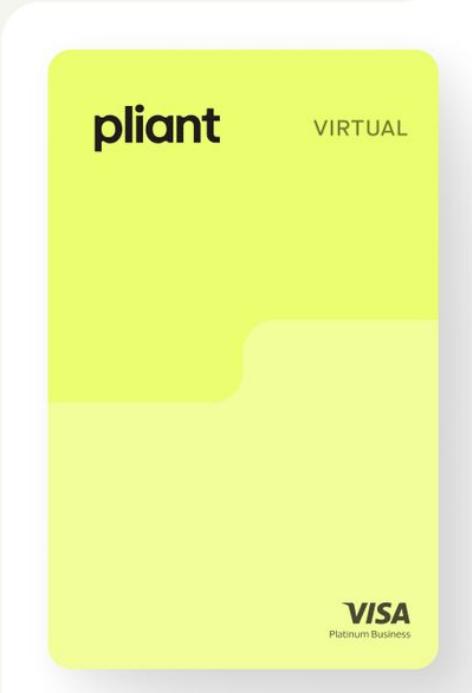
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Candidate Experience Associate
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Pliant Interview **Guide**

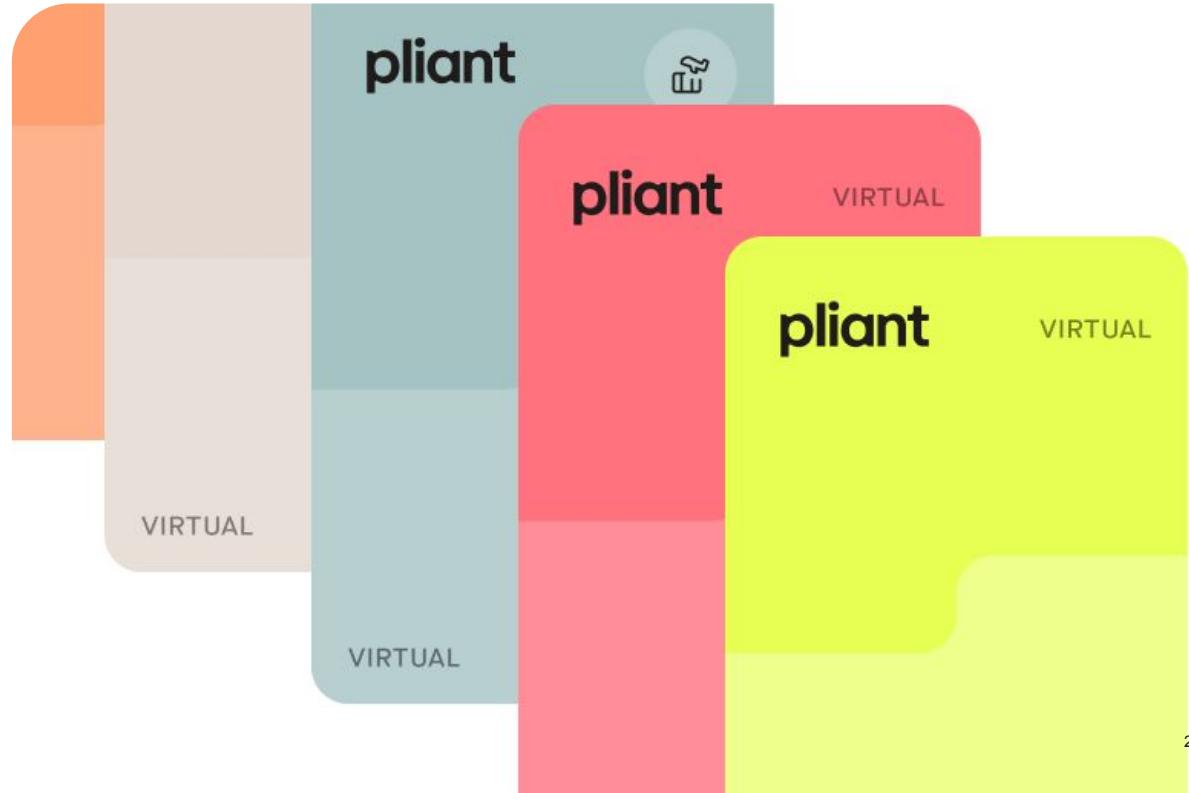


Your journey with us starts here!

We're so glad you're here!

We're growing, and this could be the ideal next step in your career.

This guide will give you an overview of who we are, how our hiring process works, and what you can expect as you move forward. Our goal is to help you determine whether this opportunity aligns with your ambitions and values.



Clear strategy to global B2B payment leadership within a few years

Pliant is executing its playbook: Direct & partnership sales followed by internationalization, new verticals, and adjacent products



Go-live	1st partner	Own license	1st bank	Rollout	FX	New verticals	Expansion
Launch of our product in direct sales motion	Signing of first partner deal (grew to 16+ today)	Own EEA license and becoming a Visa member	Signing of first banking partnership (grew to 3 today)	Passporting into 30 countries & support for 11 currencies	Product addition into FX spot and payouts	New CaaS verticals (e.g. insurance, fleet, benefits)	UK launch followed by US and global expansion



● Circula

VISA

BBVA



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Our Leaders



Nayan Behal
MD & Country Head, UK &
Ireland

in



Alex Korotkikh
Chief Technology Officer
in



Ivar van Herpen
VP Sales
in



Jenna Tirkkonen
CEO Pliant Oy
in



Lukas Gottschick
Chief Commercial Officer
in



Sandra Drohla
Head of Data
in



Falko Weiser
VP Credit
in



Natalia Vladymyrov
VP Operations
in



Fabian Terner
Co-founder, Chief Product
Officer
in



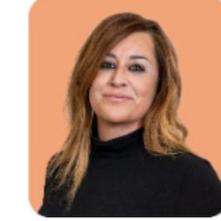
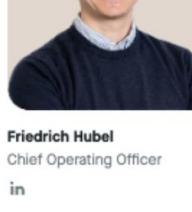
Alexander Pfütze
Chief Legal Officer
in



Malte Rau
Co-founder, Chief Executive
Officer
in



Friedrich Hubel
Chief Operating Officer
in



Andrea Boada
VP People
in



Christoph Brack
VP Marketing
in



Stephan Simon
Chief Financial Officer
in



Leon Faulstroh
VP Growth
in

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Office locations



Germany
Austria
United Kingdom
Finland
Paris



Values Update



Push it

We challenge ourselves with bold, impactful goals. Our ambition drives us to question the status quo and pursue excellence. We embrace creativity, dive deep, and become experts as needed. We not only push ourselves but our entire team and company towards exceptional outcomes.



Own it

Hands-on and committed, we see projects through to the end, collaborating seamlessly across departments. Our sense of ownership extends beyond our job descriptions, focusing on achieving the best outcomes for the company. Our job is not done until the job is done.



Open up

Transparency is key. Openly sharing relevant information enables participation. Transparency and openness also extend to giving and receiving feedback. Our approach to communication and information sharing enhances our collective knowledge and business success.



Be kind

We prioritize our colleagues' well-being, cultivating a supportive work environment. Kindness, compassion, and strong relationships are our tools for building a collaborative and successful team culture.



Have fun

Recognizing the power of fun at work, we strive to make our work environment positive and engaging. We inject fun into our daily tasks, enhancing productivity and making work enjoyable for ourselves and our colleagues.



Be Pliant

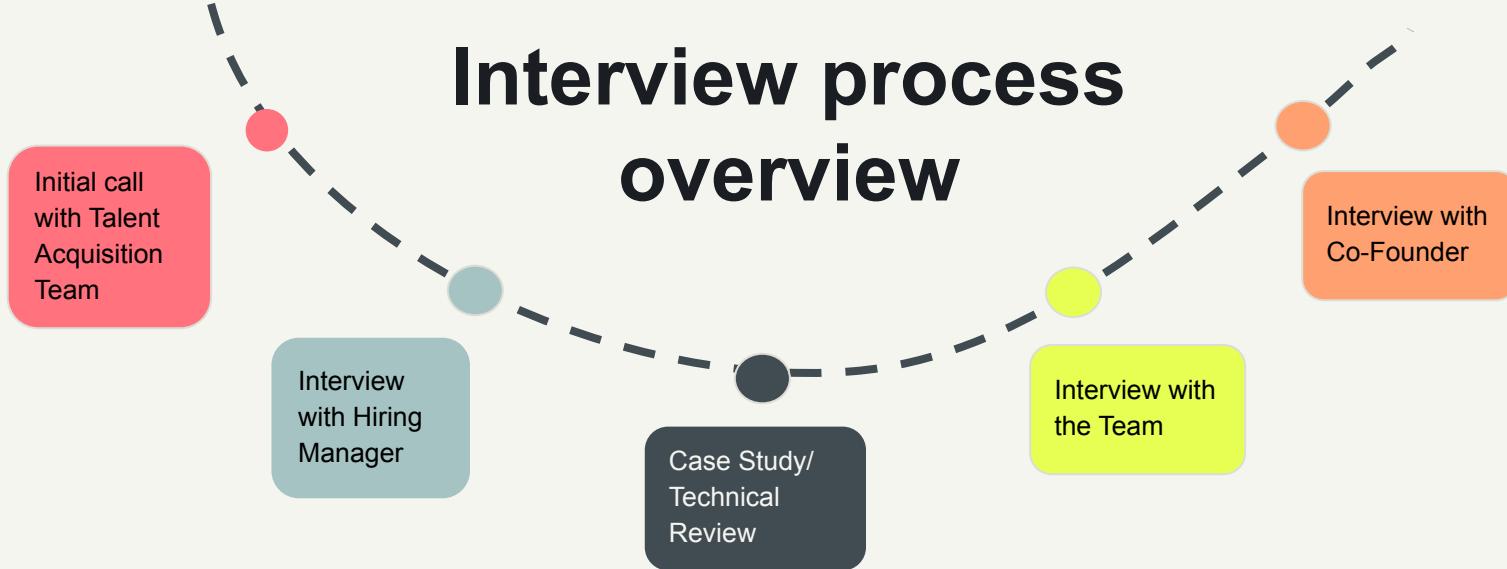
Agility and adaptability define us. We swiftly respond to new challenges, always seeking ways to overcome obstacles. Our willingness to try new approaches and change strategies is integral to our continuous improvement and success.



Main Aim of the Interview Process in Pliant

-  Help you fully understand the role and its requirements
-  Gain insight into your practical experience and technical capabilities aligned with this position
-  Demonstrate your alignment with team value and company culture
-  Allow you to build a rapport with potential future manager and team members
-  Understand how we manage and gauge success and performance
-  Chance to ask questions about what is important to you !

Interview process overview



- All interviews will be video call via **Google Meet**.
- Should we decide on an Onsite interview, we will discuss this in advance.
- The number of interview stages may vary depending on the team and the seniority of the role. This would especially apply to more technical positions. We'll keep you informed throughout the process to ensure everything is clear.



- ❖ To make sure we capture interviews accurately, we sometimes use AI tools to help with note-taking.
- ❖ These tools are only there to support our internal team and don't play any role in how we assess your application.
- ❖ Your information isn't used for profiling or to train AI models—it stays within our process.
- ❖ **We'll only use AI note-taking if you're comfortable with it**, and you can change your mind at any time.
- ❖ You can find more details about how we handle and store your data in our [Privacy Policy](#)

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Interview Hints & Tips



- **Get to know Pliant** - Gain a strong understanding of our product, industry trends, and mission to show how you align with our vision and can add value
- **Read and re-read** the job description - Refresh your understanding of the job description before your interview, focusing on the key responsibilities and skills essential for the role.
- Turn your CV into a **conversation starter** - Communicate your experience with confidence, highlighting the unique value you bring to the role and the team
- **The Technical Bit** - Sharpen your portfolio and polish your technical skills to showcase your expertise, and be prepared to tackle challenges with agility and creativity on the spot
- **Show Flexibility** - Reflect on moments where you went above and beyond, demonstrating adaptability and agility, either in your individual work or within a team setting
- **Embrace Collaboration** - Think about instances where you successfully collaborated with others, the challenges you faced, and the strategies you used to overcome them

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Interview Hints & Tips contd.



- What about your **goals**? - How do you hope this role will contribute to your growth and career progression?
- **What will you need from us** ? - What support or resources do you feel would help you thrive in this role?
- **Why Pliant?** - What is it about this role and our mission that inspires you to want to join us? What really **motivates** you to push yourself in your career ?
- **Ask us questions !** - Consider questions that will help you gain clarity about the role and learn more about Pliant's vision and culture
- **Virtual Interview** - Sound? Check. Camera? Check. Lighting? Check. Set up your environment to ensure you can shine during your online interview

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Timelines during the Process



- Generally you can expect to hear back from your recruiter **within a week** of your initial interview. We aim for sooner but sometimes travel and vacation can cause a delay. You are always welcome to check in with us for an update or with any questions you may have at any time
- Most of our interview process last between **2 to 4 weeks**, depending on number of stages and seniority of the role. We will communicate with you on any undue delays.
- We will also guide you through **background checks verifications with HireRight** that we will need as part of our onboarding process should you reach final/offer stage.
- As part of our **HireRight background checks**, we conduct a **credit** and **good conduct** check, and verify your **identity, education, and employment history**.

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Support during the Process



We're committed to creating an inclusive and supportive experience for every candidate. **If you have any specific requirements** —such as adjustments for a disability, neurodiversity, or any other need—please let us know. We'll work with you to ensure your interview process is as smooth, respectful, and accessible as possible - You can share your preferences confidentially with your recruiter.

How to reach



Pliant office

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Good luck!!!



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