

Founding Recruiter

Bangalore · Full-time · In-office · 3–8 years experience

Be Aurora's sole recruiter through the next stage — hire across levels and move with founding-team speed.

ABOUT THE ROLE

Aurora is hiring across engineering, product, growth, and leadership as we scale from early product to the next stage of the company. As Founding Recruiter in Bangalore, you will be Aurora's sole recruiter through that chapter — owning the full hiring loop end to end.

You will hire from interns through senior leadership, work directly with founders on every critical seat, and move quickly without sacrificing judgment. This role is for someone who has preferably led hiring and HR at a funded zero-to-one startup and wants to build Aurora's talent engine from the ground up.

WHAT YOU'LL DO

- Own end-to-end recruiting as Aurora's sole recruiter through the company's next stage of growth.
- Hire across levels — from interns through senior leadership — spanning engineering, product, growth, and operations.
- Partner directly with founders on role definition, candidate calibration, and closing decisions for high-leverage seats.
- Build lightweight recruiting systems that let Aurora move quickly: sourcing, pipelines, interviews, and offers without bureaucracy.

WHAT WE'RE LOOKING FOR

- 3–8 years of recruiting or talent experience with ownership of full-cycle hiring in startup environments.
- Comfort hiring across a wide range — from interns through senior leadership — with sharp calibration judgment.
- Ability to work directly with founders, operate with high agency, and move quickly under ambiguity.
- Strong written and interpersonal communication; you represent Aurora to every candidate.

NICE TO HAVE

- Preferably led hiring and HR at a funded zero-to-one startup.
- Experience building recruiting systems, interview loops, and employer brand from scratch.
- Prior work hiring for consumer, AI, or marketplace startups.

COMPENSATION

Competitive cash plus a meaningful founding-team ESOP grant. Final band depends on experience and evaluation.

HOW TO APPLY

Email us with the role title in the subject line: join@aurorax.co.