RemoteHeR · Module 7 case study · Germany

MODULE 7 CASE STUDY · GERMANY

Nine days, and one requirement you cannot meet



Applying to a 70-person manufacturer in Paderborn. One situation, four national versions. This is the Germany version.

The situation

You are three weeks from the end of this programme. You have six pieces of assessed work, a CV that parses, a profile that can be found, and no paid HR employment for the last three years — you have been caring for a parent.

A remote HR officer role has been advertised at a company you would like to work for. The advert lists five essential requirements, four of which you can evidence directly from your portfolio. The fifth asks for two years' experience in an HR role, which you do not have in that form.

The advert gives a pay range. The closing date is in nine days.

What this case study is for

Everything in Module 7 meets a real deadline here. What you send, in what order, how you handle the requirement you cannot meet, what you say when the salary question arrives, and how the answer differs depending on which of the four countries you are applying in.

What is different in Germany

Before you use any of this

National detail below is a starting point for your own checking, not legal advice. Employment law changes, and thresholds differ by company size and by sector agreement. Verify the current position for your country before acting on any of it — Module 6 covers how to do that properly.

What to check	Why it matters here
How has pay transparency been implemented?	Germany had the Entgelttransparenzgesetz before the Directive. Establish what the Directive adds, and what

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	an employer of this size must now do.
Do you have your Arbeitszeugnisse?	German employers expect written references from previous employers, and they are written in a conventional coded language. If you have them, have someone read what they actually say. If you do not, request them — there is generally a right to one.
What does the Lebenslauf convention expect?	Tabular, chronological, and traditionally with a photograph — though the anti-discrimination act argues against photos and practice is shifting. Know what the specific employer expects.
Is your qualification recognised?	Formal recognition of foreign qualifications has an established process here, and German employers weight formal qualifications heavily.
Is there a works council?	It shapes hiring and internal progression, and it is worth asking about at interview as a signal of how the organisation works.

How the application itself differs

- Formal qualification carries more weight here than in the other three countries, which makes your seven micro-credentials worth naming precisely — with the EQF level.
- Expect the application itself to be more formal and more complete: cover letter, CV, references, certificates, all in one package.
- The coded language of an Arbeitszeugnis is the single most common thing returners are unaware of. A phrase like “Sie bemühte sich” does not mean what it appears to mean.

What you are asked to do

1. Decide what you send, and in what format, for this country.
2. Write the profile line and the one line that names the gap.
3. Decide how you address the requirement you cannot meet — in the application, and if asked at interview.
4. Plan the salary conversation, using the published range.
5. Decide what you would ask them, and what each answer would tell you.

Questions to answer

- Nine days. What do you do first, and what do you not have time to do?
- Four of five essentials evidenced. Do you apply? What do you say about the fifth?
- Which of your six artefacts do you name in the covering letter, and why that one?

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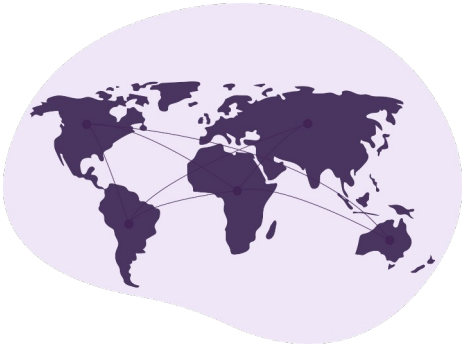
- The range is published. What do you say when asked what you are looking for?
- What in this country's process would you have got wrong if you had assumed it worked like your own?

Read one other country's version

When you have finished, read the version for one country other than your own. What would you have to do differently there, and which of those differences is legal rather than conventional? Write your answer in the reflection box when you submit the case study.

Before you finish

- ☐ You decided what to send and in what format, for this country specifically
- ☐ The gap is one line, stated without apology
- ☐ You addressed the requirement you cannot meet rather than hoping it is not noticed
- ☐ Your answer to the salary question uses their range rather than a number of your own
- ☐ You read one other country's version and named one legal and one conventional difference



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