



WE ARE HIRING

FOUNDERS ASSOCIATE – FULL TIME

(m/f/d)

Ready to shape the future of healthy food innovation with us?

You have a background in Business Administration, Marketing or Finance, and you've already gathered hands-on experience in a fast-paced startup environment. You're now looking for your next big challenge, one where you can contribute strategically and operationally, directly alongside the founders.

Welcome to All But Sugar: this is your chance to join a purpose-driven, high-impact venture from the ground up.

Who we are

At All But Sugar, we are building the world's first modular system for sugar alternatives. Our technology replicates the functional properties of sugar without using artificial sweeteners, without sugar, and without side effects. Our mission is to sustainably transform the sweetener market and contribute to a healthier society through real food innovation.

Your Role

As a Founders Associate, you'll work closely with the founding team across a broad range of strategic and operational areas. You'll help bring ideas to life, drive execution, and make sure key initiatives are delivered at the highest standard. This is a highly entrepreneurial and impactful role with lots of room for ownership.

Your Responsibilities

- Support the founders with daily operations across business development, fundraising, investor reporting, pitch materials, datasheets, funding applications, market analysis and web content
- Own and improve internal processes around financial planning, reporting, and operational efficiency
- Structure and coordinate cross-functional projects and ensure timely execution
- Conduct market research and competitor analyses to support decision-making
- Prepare and manage budgets and financial models
- Work with tools like Notion, Google Workspace, Excel, and Canva to create clarity and alignment
- Contribute actively to company building with creativity, critical thinking, and a solution-oriented mindset

What You Bring

- Completed university degree in Business, Marketing, Finance, Information Systems, or related field
- 2+ years of relevant work experience, ideally in a startup, venture-building, or high-growth environment
- Excellent English skills (German is a strong plus)
- Strong analytical skills and comfort working with data, financials, and complex information
- You enjoy working hands-on, independently, and proactively in a fast-paced setting
- Strategic thinking combined with strong attention to detail
- You are eligible to work in Austria

What We Offer

- A high-impact role with direct exposure to founders and strategic decision-making
- Real ownership and the chance to build something meaningful from the ground up
- A culture of learning, innovation, and entrepreneurial freedom
- Hybrid work setup with a beautiful office in Vienna
- Flat hierarchies, fast decisions, and a mission-driven team
- Exciting team events, a public transport ticket and enjoying our own sugar free innovations
- Starting salary of €40,000 gross per year, with flexibility to offer more for outstanding candidates