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Pilot Project Romania Germany 2014

University of Craiova
Bachelor and Master Graduates IT Department

- **Sector:** A group of around young Romanians for a full-time specialist position in the IT sector is targeted.

- **Requirements:**

  — Aged of 18 to 35 years (older students can also participate but will not receive German public funding).

  — Successful graduation from university, professional school, or other institute.

  — Motivation to participate in daily life at the company and ambition to take part in (further) training.

  — Enjoyment of meeting new cultures, new people, and integration into a new environment - a new home.

  — Basic German language skills would be useful (not obligatory) to facilitate achieving the necessary language level. Motivation to participate in a German language course in Romania and study hard to reach the minimum language level A2/B.

  — Official translation and verification of documents into German for the recognition of final degrees (for IT specialists normally this is not necessary but depends on the position applied for).

- **Application material:** Interested applicants need to send the following application material in **German or English** (for further help please visit our website on http://bavarianxperts.de/en/for-candidates/job-search/, available in English and German, to find further information about well prepared applications)

  — Curriculum vitae

  — Degrees (diploma and curriculum, also in original language) and in case proof of practical experience (reference)

  — Short motivation letter

- **Project phases:**

  — *Phase 1:*

    ▪ Application of interested graduates, selection of candidates in cooperation with companies and search for appropriate working positions.

    ▪ First **deadline specialists 31st of March 2014**. A second round is possible.

  — *Phase 2:*

    ▪ First language and culture training in Romania until level A2 to B1 (3-4 months depending on German language skills and requirements).

    ▪ **April/May to June/ July 2014**

  — *Phase 3:*

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- Probation period and practical introduction in future company, accompanied by further language training in order to get to know the working environment, improve German language skills, and get a first cultural experience (ca. **6 months**).

- Possibility to return to Romania, if position and environment do not meet the expectations of the candidate or the company is not satisfied with the work.

— *Phase 4:*

- End of the probation period and start of regular working position. Candidates who enjoyed working in the company and showed high motivation and dedication will continue working at their company.

- Further support during first employment year.

- **Continuous support:**

— Selected candidates and their companies receive support by bavarianXperts for work related issues as well as in private life

— E.g. support with housing, application for subsidies, meeting local people, administrative and legal requirements, taking part in social activities (e.g. sports)

— E.g. further language training and school tutorials, recognition of degrees, organization mentor program, contracts, bank account, registry office, health insurance

- **Financing:**

— The companies will pay all costs related to the continuous support of the candidates by bavarianXperts. The young Romanians do not have to pay for these services.

— For IT specialists (e. g. computer sciences, IT application consulting, software development and programming) funding through MobiPro EU is possible.

Requirements are

- 18-35 years (40 in special cases)
- EU citizens but non-German,
- Specialist degree (e.g. Bachelor, Master, or professional degree)

Financing of

- Language course: 680 units of 45 minutes at approximately 5€ (in Romania or Germany)
- Travel expenses for interview: 300€
- Travel expenses at start of position: 890€
- Costs of official degree recognition (if obligatory for working in the field, e.g. informatics technician)

It is a reimbursement system, meaning the candidates/schools need to pay in advance and then get a refund of their costs. Compare MobiPro EU http://www.thejobofmylife.de/en/faq.html section 3.