



2025

ALABUGA START

FOR PEOPLE FROM ALL
OVER THE WORLD



SEZ "ALABUGA" KEY INDICATORS



\$ 4 bln

actually invested by residents



25 322

employees



\$ 2,6 bln

residents revenue in 2024



43 functioning manufacture enterprises

FULL CYCLE INFRASTRUCTURE PARTNER



INDUSTRIAL INFRASTRUCTURE



SOCIAL INFRASTRUCTURE



BUILDING INFRASTRUCTURE



HR INFRASTRUCTURE



CUSTOMS ZONE

POWER GRID INFRASTRUCTURE

DISTRICT WASTEWATER
TREATMENT PLANT

GAS AND HEAT SUPPLY
INFRASTRUCTURE

MEDICAL CENTER

ALABUGA
INTERNATIONAL SCHOOL

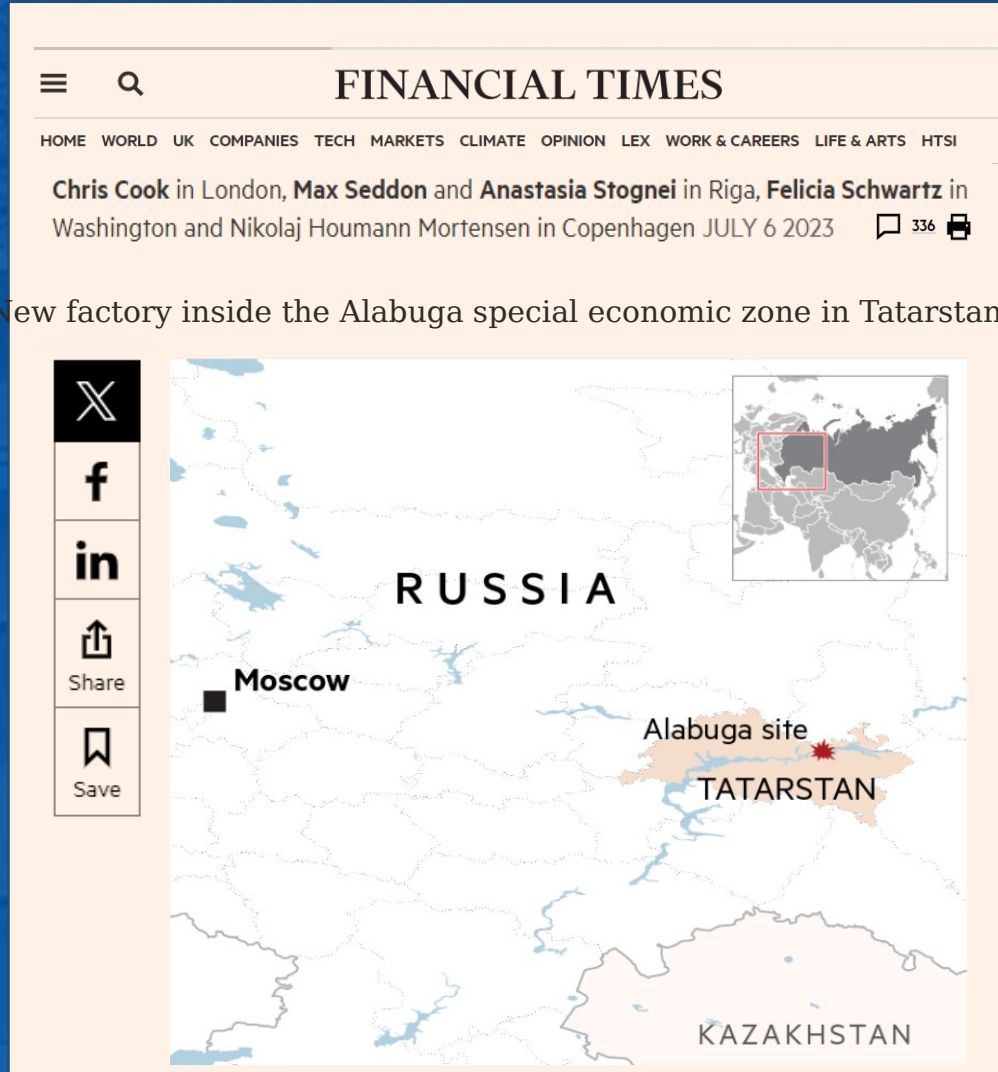
ALABUGA POLYTECH
HEADQUARTERS

RESIDENTIAL COMPLEX
"SOUTH PARK"

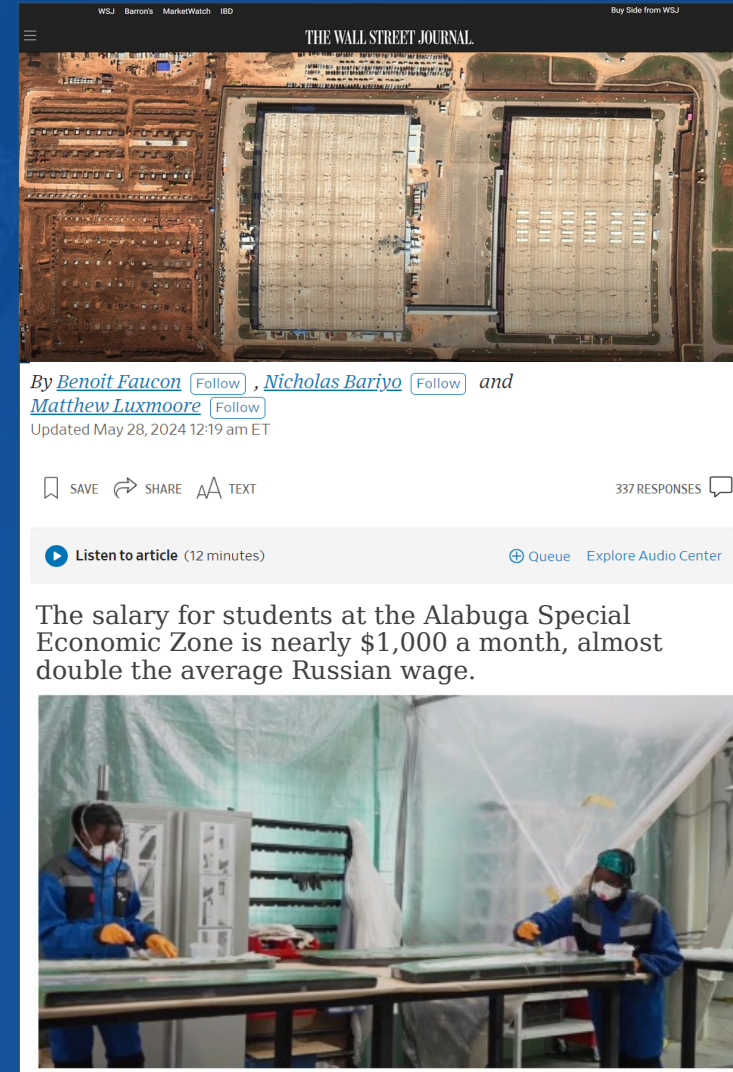
RECREATIONAL AREAS



THE MOST POWERFUL PLACE TO WORK IN RUSSIA ACCORDING TO THE WORLD'S LEADING MEDIA



New factory inside the Alabuga special economic zone in Tatarstan



ALABUGA START PROGRAMME



Opportunity
to earn money



Opportunity
to see the world



Opportunity
for career growth



Opportunity
for a new start

ALABUGA START RESULTS



2023



1 field



7 countries



22 participants

2024

4 fields

44 countries

327
participants

2025

7 fields

77 countries

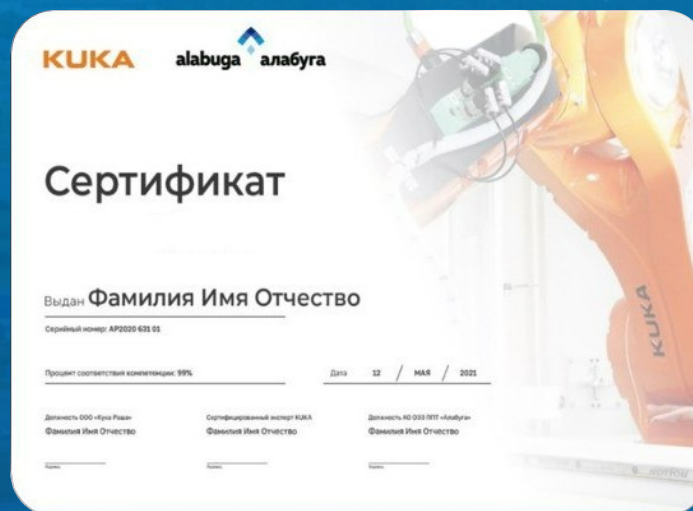
8498
participants*

*Number of quotas allocated by the Ministry of Labour of the Russian Federation for SEZ "Alabuga"

DUAL SCHEME



WORK
EXPERIENCE



PROFESSIONAL
TRAINING



RUSSIAN
LANGUAGE

PROGRAMME BENEFITS



FREE PLANE TICKETS
TO RUSSIA
AND VHI*



MONTHLY SALARY
\$ 541-1783**



PROFESSIONAL
TRAINING



ACCOMMODATION
IN HOSTEL
\$ 44 per month



TRANSFER

*VHI - voluntary health insurance for foreign participants

**after tax / 1 USD = 100 RUB

CAREER LADDER



\$ 1348-
1783

STAGE 4
SENIOR SPECIALIST

\$ 1261-1609

STAGE 3
LEADING SPECIALIST

\$ 849-1110

STAGE 2
SPECIALIST

\$ 541-681

STAGE 1
JUNIOR SPECIALIST



DEDUCTIONS FROM SALARY



1

PERSONAL INCOME
TAX (PIT TAX) FOR
FOREIGNERS



30%

FIRST 183 DAYS

DEDUCTIONS FROM SALARY



1

PERSONAL INCOME
TAX (PIT TAX) FOR
FOREIGNERS



30%

FIRST 183 DAYS



APPLICATION TO THE
FEDERAL TAX SERVICE
OF RUSSIA (FTS)



13%

AFTER 183 DAYS

DEDUCTIONS FROM SALARY



1

PERSONAL INCOME
TAX (PIT TAX) FOR
FOREIGNERS



30%

FIRST 183 DAYS



APPLICATION TO THE
FEDERAL TAX SERVICE
OF RUSSIA (FTS)



13%

AFTER 183 DAYS



17% REFUND OF
WITHHOLDING TAXES

DEDUCTIONS FROM SALARY



1

PERSONAL INCOME
TAX (PIT TAX) FOR
FOREIGNERS



30%

FIRST 183 DAYS



APPLICATION TO THE
FEDERAL TAX SERVICE
OF RUSSIA (FTS)



13%

AFTER 183 DAYS

+

17% REFUND OF
WITHHOLDING TAXES

2

CORPORATE
HOUSING



\$44

A MONTH

DEDUCTIONS FROM SALARY



1

PERSONAL INCOME
TAX (PIT TAX) FOR
FOREIGNERS



30%

FIRST 183 DAYS



APPLICATION TO THE
FEDERAL TAX SERVICE
OF RUSSIA (FTS)



13%

AFTER 183 DAYS

+

17% REFUND OF
WITHHOLDING TAXES

2

CORPORATE
HOUSING



\$44

A MONTH

3

RUSSIAN LANGUAGE
COURSE



\$325

A MONTH



FREE

AFTER 1 YEAR
IN PROGRAMME

DEDUCTIONS FROM SALARY



1

PERSONAL INCOME
TAX (PIT TAX) FOR
FOREIGNERS



30%

FIRST 183 DAYS



APPLICATION TO THE
FEDERAL TAX SERVICE
OF RUSSIA (FTS)



13%

AFTER 183 DAYS

+

17% REFUND OF
WITHHOLDING TAXES

2

CORPORATE
HOUSING



\$44

A MONTH

3

RUSSIAN LANGUAGE
COURSE



\$325

A MONTH



FREE

AFTER 1 YEAR
IN PROGRAMME

SALARY CALCULATION EXAMPLE

PRODUCTION OPERATOR CYCLE 1			
No	NAME OF THE CALCULATION ITEM	TYPE	SUM OF MONEY
1	FIXED PART	INCOME	\$375
2	BONUS PART*	INCOME	\$1125

*upon the full (100%) accomplishment of monthly objectives

DEDUCTIONS FROM SALARY



1

PERSONAL INCOME
TAX (PIT TAX) FOR
FOREIGNERS



30%

FIRST 183 DAYS



APPLICATION TO THE
FEDERAL TAX SERVICE
OF RUSSIA (FTS)



13%

AFTER 183 DAYS

+

17% REFUND OF
WITHHOLDING TAXES

2

CORPORATE
HOUSING



\$44

A MONTH

3

RUSSIAN LANGUAGE
COURSE



\$325

A MONTH



FREE

AFTER 1 YEAR
IN PROGRAMME

SALARY CALCULATION EXAMPLE

PRODUCTION OPERATOR CYCLE 1			
No	NAME OF THE CALCULATION ITEM	TYPE	SUM OF MONEY
1	FIXED PART	INCOME	\$375
2	BONUS PART*	INCOME	\$1125
3	PIT TAX 30% (6 MONTHS)	DEDUCTION	- \$450

*upon the full (100%) accomplishment of monthly objectives

DEDUCTIONS FROM SALARY



1

PERSONAL INCOME
TAX (PIT TAX) FOR
FOREIGNERS



30%

FIRST 183 DAYS



APPLICATION TO THE
FEDERAL TAX SERVICE
OF RUSSIA (FTS)



13%

AFTER 183 DAYS



17% REFUND OF
WITHHOLDING TAXES

2

CORPORATE
HOUSING



\$44

A MONTH

3

RUSSIAN LANGUAGE
COURSE



\$325

A MONTH



FREE

AFTER 1 YEAR
IN PROGRAMME

SALARY CALCULATION EXAMPLE

PRODUCTION OPERATOR CYCLE 1			
No	NAME OF THE CALCULATION ITEM	TYPE	SUM OF MONEY
1	FIXED PART	INCOME	\$375
2	BONUS PART*	INCOME	\$1125
3	PIT TAX 30% (6 MONTHS)	DEDUCTION	- \$450
4	CORPORATE HOUSING	DEDUCTION	- \$44

*upon the full (100%) accomplishment of monthly objectives

DEDUCTIONS FROM SALARY



1

PERSONAL INCOME
TAX (PIT TAX) FOR
FOREIGNERS



30%

FIRST 183 DAYS



APPLICATION TO THE
FEDERAL TAX SERVICE
OF RUSSIA (FTS)



13%

AFTER 183 DAYS



17% REFUND OF
WITHHOLDING TAXES

2

CORPORATE
HOUSING



\$44

A MONTH

3

RUSSIAN LANGUAGE
COURSE



\$325

A MONTH



FREE

AFTER 1 YEAR
IN PROGRAMME

SALARY CALCULATION EXAMPLE

PRODUCTION OPERATOR CYCLE 1			
No	NAME OF THE CALCULATION ITEM	TYPE	SUM OF MONEY
1	FIXED PART	INCOME	\$375
2	BONUS PART*	INCOME	\$1125
3	PIT TAX 30% (6 MONTHS)	DEDUCTION	- \$450
4	CORPORATE HOUSING	DEDUCTION	- \$44
5	RUSSIAN LANGUAGE COURSE	DEDUCTION	- \$325
TAKE-HOME PAY			\$681

*upon the full (100%) accomplishment of monthly objectives

CATERING

FINAL RESULT:

- ✓ Russian language proficiency certificate
- ✓ Certificate of professional training



CHEF/
ADMINISTRATOR \$ 1348

- Calculating and ordering products
- Cooking
- Developing new recipes
- Organizing the production process in the kitchen



BARISTA/
BARMAN

\$
1261

- Selecting and preparing ingredients for drinks
- Making drinks
- Decorating drinks



WAITRESS

\$ 849

- Serving
- Knowing the menu
- Helping a customer in selecting dishes
- Accepting orders and checking out a customer



KITCHEN WORKER \$ 541

- Assisting in cooking dishes and helping around a kitchen

6 MONTHS

1 YEAR

1,5 YEARS

2 YEARS

1 USD = 100 RUB

Monthly salary

(after all deductions, "take-home pay")



Catering

Cycle	Fixed part	Bonus part	Total monthly salary
1	\$ 135	\$ 406	\$ 541
2	\$ 212	\$ 637	\$ 849
3	\$ 315	\$ 946	\$ 1261
4	\$ 337	\$ 1011	\$ 1348

1 USD = 100 RUB

Accommodation is provided for 1 year

PRODUCTION OPERATOR

FINAL RESULT:

- ✓ Russian language proficiency certificate
- ✓ Certificate of professional training



**SENIOR
TECHNICIAN** \$ 1783

- Ensuring compliance with the technical process and industrial safety requirements
- Reading drawings and technological documentation



**LEADING
TECHNICIAN** \$ 1609

- Size control of finished and semi-finished products



TECHNICIAN \$ 1110

- Performing simple operations for service and repair of process equipment



CUTTER \$ 681

- Performing technological operations for cutting materials

6 MONTHS

1 YEAR

1,5 YEARS

2 YEARS

1 USD = 100 RUB

FINISHING WORKS

FINAL RESULT:

- ✓ Russian language proficiency certificate
- ✓ Certificate of professional training



HANDYMAN \$ 681

- Transportation of construction materials
- Removal of construction debris
- Dismantling
- Assisting specialists



PLASTERER \$ 1110

- Wall finishing with cement mortar
- Preparing walls for painting
- Wallpapering



FINISHER \$ 1609

- Cosmetic and major repairs
- European-standard renovations
- Plastering
- Painting
- Bricklaying



TILER \$ 1783

- Performing work on tiled flooring
- Tiling interior wall surfaces

6 MONTHS

1 YEAR

1,5 YEARS

2 YEARS

1 USD = 100 RUB

INSTALLATION WORKS

FINAL RESULT:

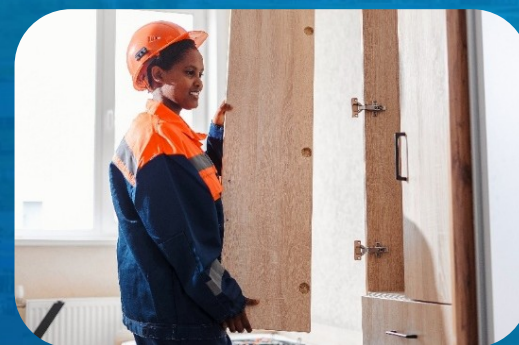
- ✓ Russian language proficiency certificate
- ✓ Certificate of professional training



HANDYMAN

\$ 681

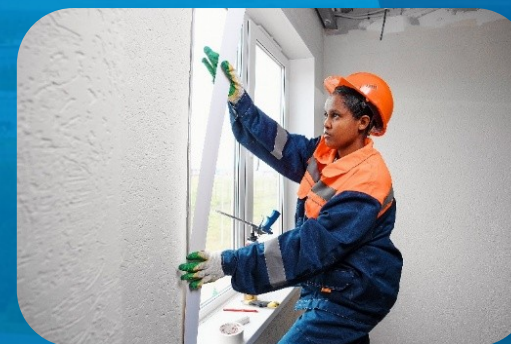
- Transportation of construction materials
- Removal of construction debris
- Dismantling
- Assisting specialists



FURNITURE ASSEMBLER

\$ 1110

- Checking the parts completeness
- Product manufacturing
- Inspection of parts for defects



WINDOW INSTALLER

\$ 1609

- Dismantling or installing
- Assembling
- Repairing window frames



DOOR INSTALLER \$ 1783

- Installing doors
- Preparing door openings for installation
- Assembling and securing

6 MONTHS

1 YEAR

1,5 YEARS

2 YEARS

1 USD = 100 RUB

Monthly salary

(after all deductions, "take-home pay")



Production operator, finishing works, installation works

Cycle	Fixed part	Bonus part	Total monthly salary
1	\$ 170	\$ 511	\$ 681
2	\$ 277	\$ 833	\$ 1110
3	\$ 402	\$ 1207	\$ 1609
4	\$ 455	\$ 1338	\$ 1783

1 USD = 100 RUB

Accommodation is provided for 1 year

SERVICE AND HOSPITALITY

FINAL RESULT:

- ✓ Russian language proficiency certificate
- ✓ Certificate of professional training



ADMINISTRATOR \$ 1435

- Organizing the work of the supervised facility
- Collecting the results of the block's activities
- Coordinating the tasks set



SUPERVISOR

\$

1348

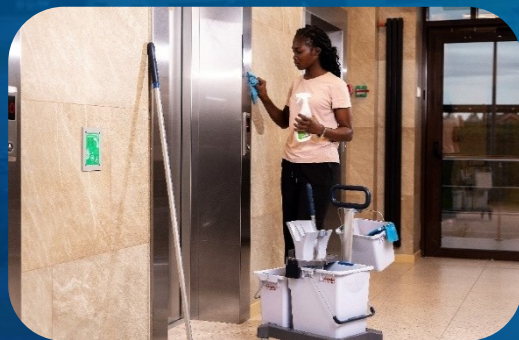
- Receiving and processing applications from tenants
- Coordinating and controlling the effective interaction of services



HOUSEMAID

\$ 936

- Timely and quality cleaning of residential facilities



CLEANER

\$ 611

- Cleaning and disinfection of public and industrial premises

6 MONTHS

1 YEAR

1,5 YEARS

2 YEARS

1 USD = 100 RUB

ROAD TRANSPORT SHOP (DRIVER)

FINAL RESULT:

- ✓ Russian language proficiency certificate
- ✓ Certificate of professional training
- ✓ Driving license category B, C, D, E



HANDYMAN

\$ 611

- Road works
- Snow removal
- Landscaping
- Garage cleaning and cleaning of equipment

DRIVER CATEG. B, C

\$ 936

- Driving a passenger car and a truck
- Transportation of laborer crews (driver 5th category)

LEADING SPECIALIST B, C, D, E

\$ 1348

- Driving car/truck/ bus
- Car (B) - transportation of laborer crews and SEZ staff at the territory
- Machine operator (B,C) - operating a forklift and a tractor
- Truck (CE) - transportation of cargo
- Bus (D) - transportation of the staff (city/SEZ)

SENIOR SPECIALIST B, C, D, E

\$ 1435

- Driving car/truck/bus
- Car (B) - intercity transportation of the staff
- Truck (CE) - trailer cargo transportation (container truck)
- Bus (D) - transportation of the staff/kids/students
- Machine operator (B,C,D,E) - driving a forklift/tractor/graders and other special equipment

6 MONTHS

1 YEAR

1,5 YEARS

2 YEARS

1 USD = 100 RUB

LOGISTICS

FINAL RESULT:

- ✓ Russian language proficiency certificate
- ✓ Certificate of professional training
- ✓ Driving license category for special machinery A(III), B, C, D, E



SORTER

\$ 611

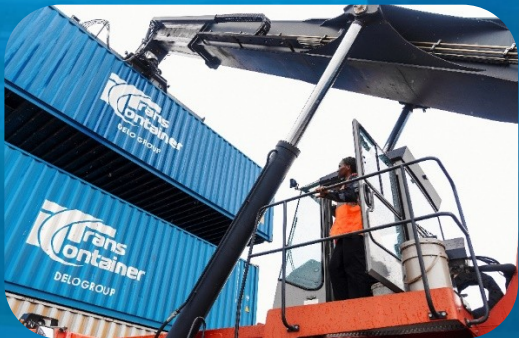
- Receiving goods
- Placing goods at storage sites using warehouse equipment



FORKLIFT DRIVER

\$ 936

- Loading and unloading
- Placing goods at a warehouse



CONTAINER TRUCK DRIVER

\$ 1348

- Safe placement
- Load securing
- Transportation of various cargos



CONTAINER CRANE OPERATOR

\$ 1435

- Gantry crane control for loading and unloading

6 MONTHS

1 YEAR

1,5 YEARS

2 YEARS

1 USD = 100 RUB

Monthly salary

(after all deductions, "take-home pay")



Logistics, service and hospitality, road transport shop

Cycle	Fixed part	Bonus part	Total monthly salary
1	\$ 153	\$ 458	\$ 611
2	\$ 234	\$ 702	\$ 936
3	\$ 337	\$ 1011	\$ 1348
4	\$ 353	\$ 1076	\$ 1435

1 USD = 100 RUB

Accommodation is provided for 1 year

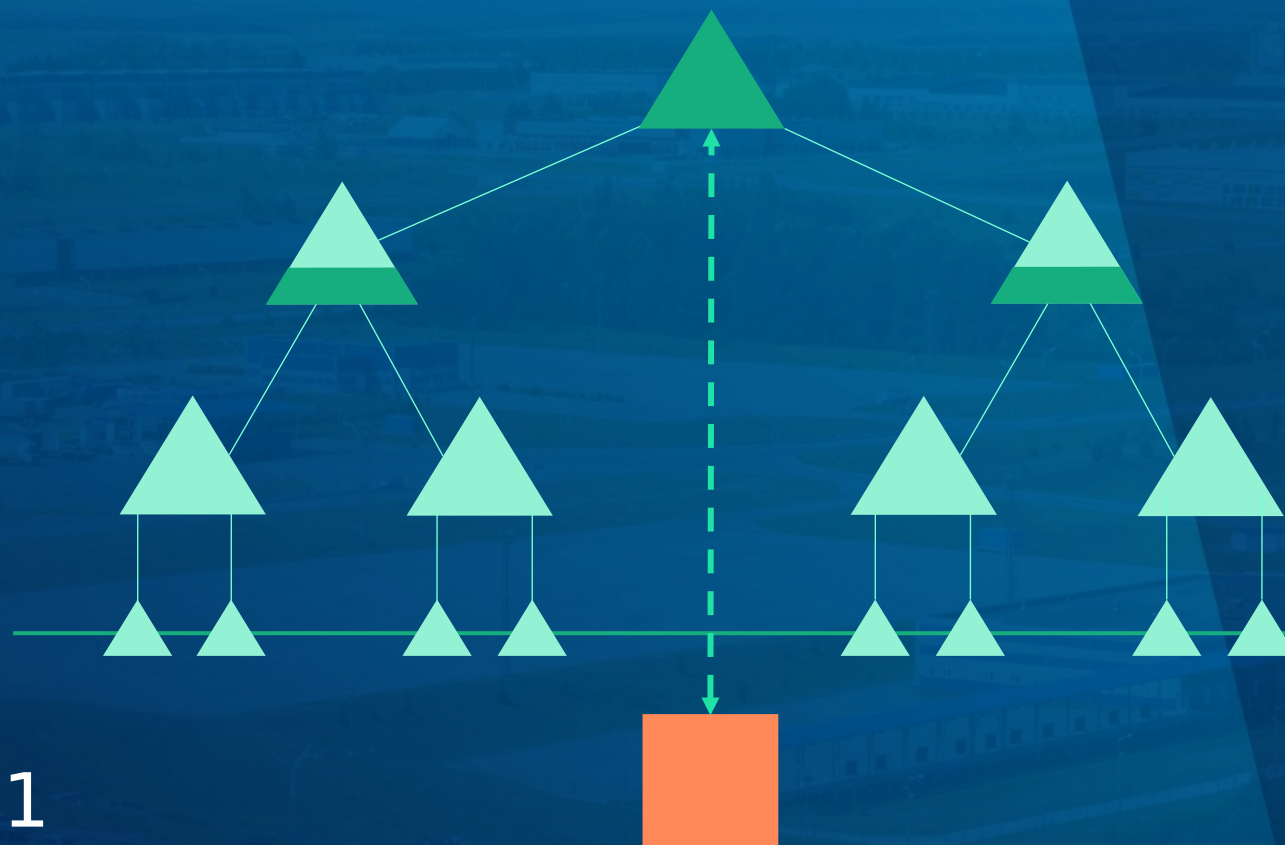
CAREER TRACK (CATERING)

CYCLE 1



KITCHEN WORKER

MONTHLY
SALARY – \$ 541



UNDER THE GUIDANCE OF AN EXPERIENCED MENTOR

1 USD = 100 RUB

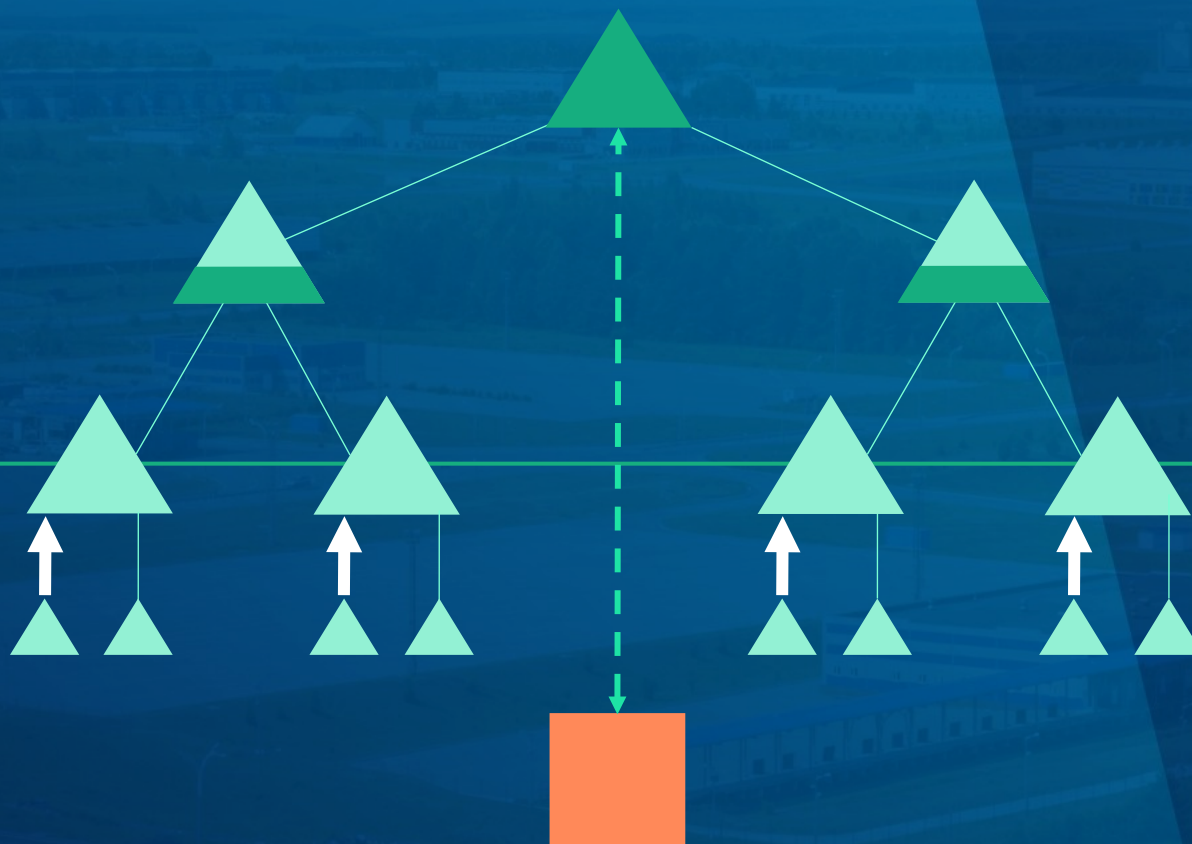
CAREER TRACK (CATERING)

CYCLE 2



WAITRESS

MONTHLY
SALARY – \$ 849



1 USD = 100 RUB

CAREER TRACK (CATERING)

CYCLE 3



BARISTA/
BARMAN

MONTHLY
SALARY

– \$
1261



1 USD = 100 RUB

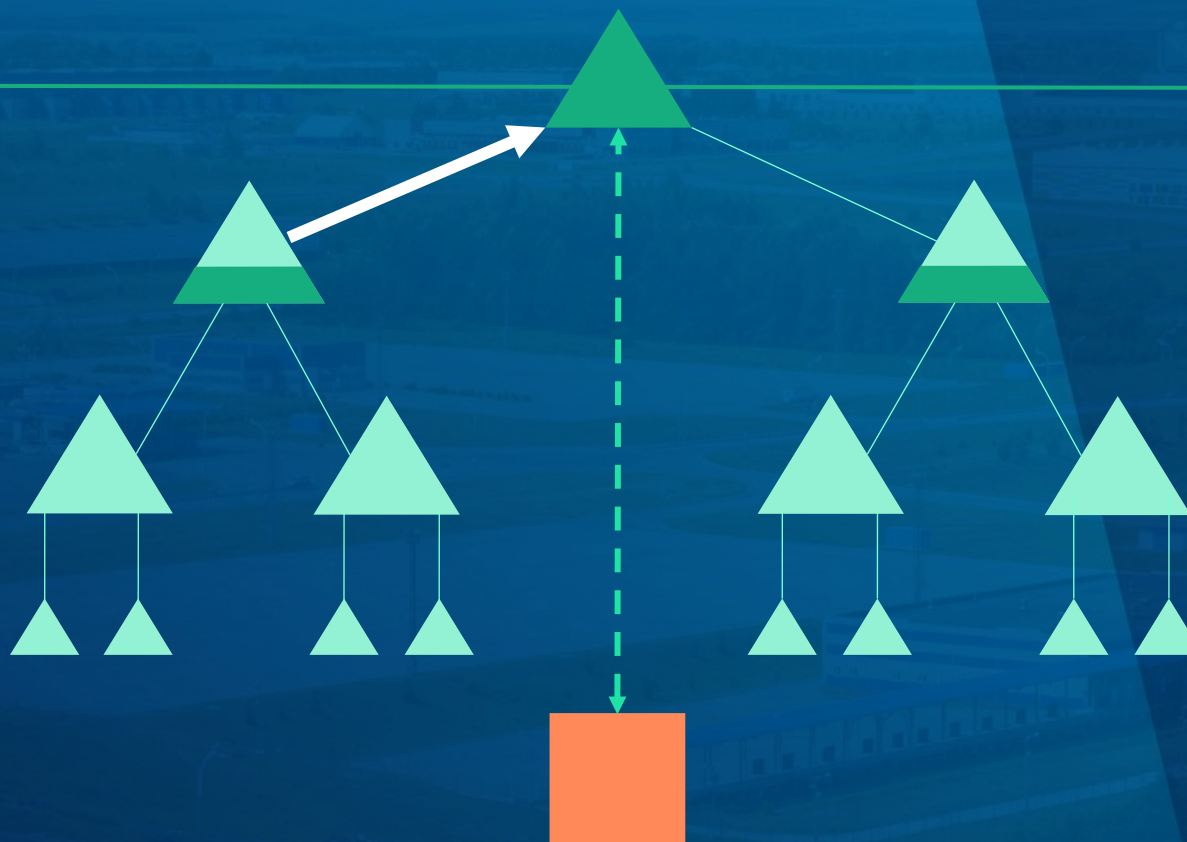
CAREER TRACK (CATERING)

CYCLE 4



CHEF/ADMINISTRATOR

MONTHLY
SALARY – \$
1348



1 USD = 100 RUB

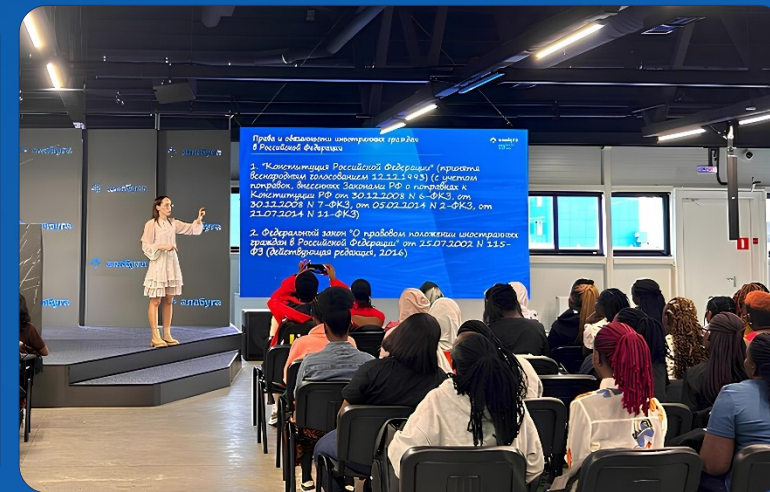
INTEGRATION INTO RUSSIAN SOCIETY



ENGAGING IN NATIONAL HOLIDAYS



STUDYING RUSSIAN LANGUAGE AND HISTORY



LEARNING THE RUSSIAN LEGISLATION



TOURING THE PRODUCTION FACILITIES



CORPORATE EVENTS



LEADERSHIP DEVELOPMENT

ALABUGA HOSTEL

- ✓ 8 persons in two-bedroom apartment, no more than one representative from each country
- ✓ Fully equipped with furniture and household appliances

Housing — \$ 44/month

Fines for smoking and alcohol — \$ 50

Fines for the unsatisfactory sanitary condition of an apartment — \$ 50



WORK SCHEDULE (5/2)



Monday

Tuesday

Wednesday

Thursday

Friday

Saturday

Sunday

08:00
-
17:00

Work

Work

Work

Work

Work

18:00
-
20:00

Russian language or Extra classes

Activities
for integration
into Russian
society

Day off

WORK SCHEDULE (2/2)



Day 1

Day 2

Day 3

Day 4

Day 5

Day 6

Day 7

Day 8

08:00
-
13:00

Work

Work

Russian
language
or
Extra
classes

Russian
language
or
Extra
classes

Work

Work

Russian
language
or
Extra
classes

14:00
-
20:00

Work

Work

Activities
for
integration
into
Russian
society

Activities
for
integration
into
Russian
society

Work

Work

Activities
for
integration
into
Russian
society

Day off

EXCLUSION FROM THE PROGRAMME



- 1 When certain medical issues are identified
- 2 In case of receiving 3 strict reprimands from SEZ "Alabuga"

Light violation – when Russian language lessons are missed, using foul language

Medium violation – unsatisfactory sanitary condition of an apartment, being late at work

Serious violation – being drunk, fighting, missing work

- 3 In case of violation of the Russian Federation legislation
- 4 In case of failure to pass the Russian language exam (3 attempts)
- 5 In case of a bad feedback from an employer

EXCLUSION FROM THE PROGRAMME, CANCELLATION OF A WORK VISA
AND SENDING HOME AT THE EXPENSE OF THE PARTICIPANT

HEALTH CONDITION

Russian legislation makes it impossible for people with the following medical contraindications to enter for employment:

HIV/AIDS

Syphilis

Tuberculosis

Hepatitis A, B, C, D, E*

Pregnancy*

*prohibited by the terms of the Alabuga Start programme

IF THESE CONTRAINDICATIONS ARE FOUND IN RUSSIA, THE PARTICIPANT IS DISMISSED FROM THE PROGRAMME AND GOES HOME AT OWN EXPENSE

HOW PARTICIPANTS ARE SELECTED



SCHOOL
EDUCATION



18 – 22 Y.O.
FEMALES



NO MEDICAL
CONTRAINDICATIONS

1. WEBSITE REGISTRATION
2. SELECTION OF CANDIDATES
3. PASSING A SIMULATION GAME
4. INTERVIEW WITH HR,
CHECKING 100 WORDS IN RUSSIAN
5. PROVISION OF A PASSPORT
AND MEDICAL PAPERS
6. NOTIFICATION OF EMBASSIES

OPPORTUNITIES AFTER THE PROGRAMME



Work in SEZ "Alabuga"
on a permanent basis



Employment at one
of the resident factories



Enrollment at "Alabuga Polytech"



Returning to a home country



STAFF REQUIREMENTS

To become a manager in Alabuga you need to:

- ✓ Develop skills to achieve the goals
- ✓ Take responsibility for the lack of results
- ✓ Control team's performance and, in case of non-fulfillment of tasks, to cut a salary
- ✓ Comply with the rules of behavior in Russia
- ✓ Go through elementary technical work first to obtain a management position



Join now!

Register online to submit
an application



Follow our
Telegram-channel



@ALABUGASTART

Register on HR-platform
and fill in the form



Telegram:
@AlabugaStart



Phone number:
+7 (987) 272 37 39



Alabuga Start:
startworld.alabuga.ru



HR-platform:
hr.alabuga.ru



E-mail:
alabugastart@alabuga.ru