



2025

ALABUGA START

FOR PEOPLE FROM ALL
OVER THE WORLD



SEZ "ALABUGA" KEY INDICATORS



\$ 4 bln

actually invested by residents



25 322

employees



\$ 1.6 bln

residents revenue in 2024



38 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



FINANCIAL TIMES

HOME WORLD UK COMPANIES TECH MARKETS CLIMATE OPINION LEX WORK & CAREERS LIFE & ARTS HTSI

Chris Cook in London, Max Seddon and Anastasia Stognei in Riga, Felicia Schwartz in Washington and Nikolaj Houmann Mortensen in Copenhagen JULY 6 2023 336

New factory inside the Alabuga special economic zone in Tatarstan

A map of Russia with an inset showing the location of the Alabuga site in Tatarstan. The map labels 'RUSSIA', 'Moscow', 'Alabuga site', 'TATARSTAN', and 'KAZAKHSTAN'. The Alabuga site is marked with a red star in the eastern part of Tatarstan.

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THE WALL STREET JOURNAL.

By [Benoit Faucon](#) [Follow](#), [Nicholas Bariyo](#) [Follow](#) and [Matthew Luxmoore](#) [Follow](#)
Updated May 28, 2024 12:19 am ET

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The salary for students at the Alabuga Special Economic Zone is nearly \$1,000 a month, almost double the average Russian wage.

A photograph showing two workers in blue protective suits and masks working at a table in a factory or laboratory setting. They appear to be handling materials or equipment.

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

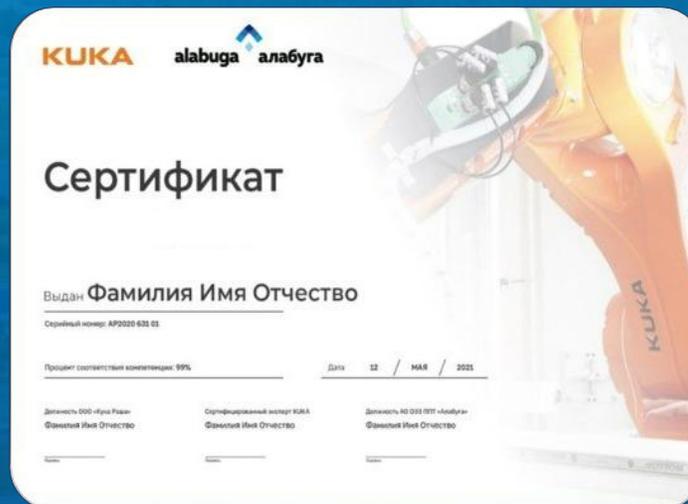
8498 participants*

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

DUAL SCHEME



WORK EXPERIENCE



PROFESSIONAL TRAINING

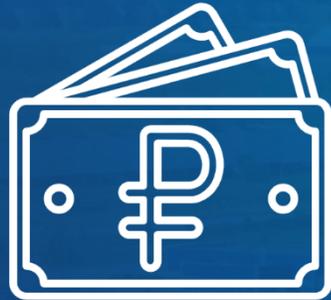


RUSSIAN LANGUAGE

PROGRAMME BENEFITS



**PAID
AIRTICKETS
TO RUSSIA
AND VHI***



**MONTHLY SALARY
\$ 860-1780****



**PROFESSIONAL
TRAINING**



**ACCOMMODATION
IN HOSTEL
\$ 44 per month**



TRANSFER

***VHI - voluntary health insurance for foreign participants**

****after tax / 1 USD = 100 RUB**

CAREER LADDER



\$ 1340-1780

STAGE 4
SENIOR SPECIALIST

\$ 1260-1600

STAGE 3
LEADING SPECIALIST

\$ 1170-1430

STAGE 2
SPECIALIST

\$ 860-1000

STAGE 1
JUNIOR SPECIALIST

CATERING

FINAL RESULT:

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



**CHEF/
ADMINISTRATOR** **\$ 1340**

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



**BARISTA/
BARMAN** **\$ 1260**

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



WAITRESS **\$ 1170**

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



KITCHEN WORKER **\$ 860**

- 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 personal income tax, "take-home pay")



Catering

Cycle	Fixed part	Bonus part	Total monthly salary
1	\$ 220	\$ 640	\$ 860
2	\$ 300	\$ 870	\$ 1170
3	\$ 325	\$ 935	\$ 1260
4	\$ 340	\$ 1000	\$ 1340

1 USD = 100 RUB

Accommodation is provided for 1 year

PRODUCTION OPERATOR

FINAL RESULT:

-  Russian language proficiency certificate
-  Certificate of professional training



SENIOR TECHNICIAN **\$ 1780**

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

LEADING TECHNICIAN **\$ 1600**

- Size control of finished and semi-finished products

TECHNICIAN **\$ 1430**

- Performing simple operation for service and repair of process equipment

CUTTER **\$ 1000**

- 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 \$ 1000

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



PLASTERER \$ 1430

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



FINISHER \$ 1600

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



TILER \$ 1780

- 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 \$ 1000

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



FURNITURE ASSEMBLER \$ 1430

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



WINDOW INSTALLER \$ 1600

- Dismantling or installing
- Assembling
- Repairing window frames



DOOR INSTALLER \$ 1780

- 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 personal income tax, "take-home pay")

Production operator, finishing works, installation works

Cycle	Fixed part	Bonus part	Total monthly salary
1	\$ 260	\$ 740	\$ 1000
2	\$ 370	\$ 1060	\$ 1430
3	\$ 410	\$ 1190	\$ 1600
4	\$ 455	\$ 1325	\$ 1780

1 USD = 100 RUB

Accommodation is provided for 1 year

SERVICE AND HOSPITALITY

FINAL RESULT:

- Russian language proficiency certificate
- Certificate of professional training



ADMINISTRATOR \$ 1430

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



SUPERVISOR \$ 1340

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



HOUSEMAID \$ 1260

- Timely and quality cleaning of residential facilities



CLEANER \$ 930

- 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

\$ 930

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

DRIVER CATEG. B, C

\$ 1260

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

LEADING SPECIALIST B, C, D, E

\$ 1340

- Driving car/truck/a bus
- Car (B) – transportation of laborer crews and SEZ staff
- 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

\$ 1430

- 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



CONTAINER CRANE OPERATOR **\$ 1430**

- Gantry crane control for loading and unloading



CONTAINER TRUCK DRIVER **\$ 1340**

- Safe placement
- Load securing
- Transportation of various cargoes



FORKLIFT DRIVER **\$ 1260**

- Loading and unloading
- Placing goods at a warehouse



SORTER **\$ 930**

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

6 MONTHS

1 YEAR

1,5 YEARS

2 YEARS

1 USD = 100 RUB

Monthly salary

(after personal income tax, "take-home pay")

Logistics, service and hospitality, road transport shop

Cycle	Fixed part	Bonus part	Total monthly salary
1	\$ 240	\$ 690	\$ 930
2	\$ 325	\$ 935	\$ 1260
3	\$ 340	\$ 1000	\$ 1340
4	\$ 370	\$ 1060	\$ 1430

1 USD = 100 RUB

Accommodation is provided for 1 year

CAREER TRACK (CATERING)

CYCLE 1



KITCHEN WORKER

MONTHLY SALARY – \$ 860



UNDER THE GUIDANCE OF AN EXPERIENCED MENTOR

1 USD = 100 RUB

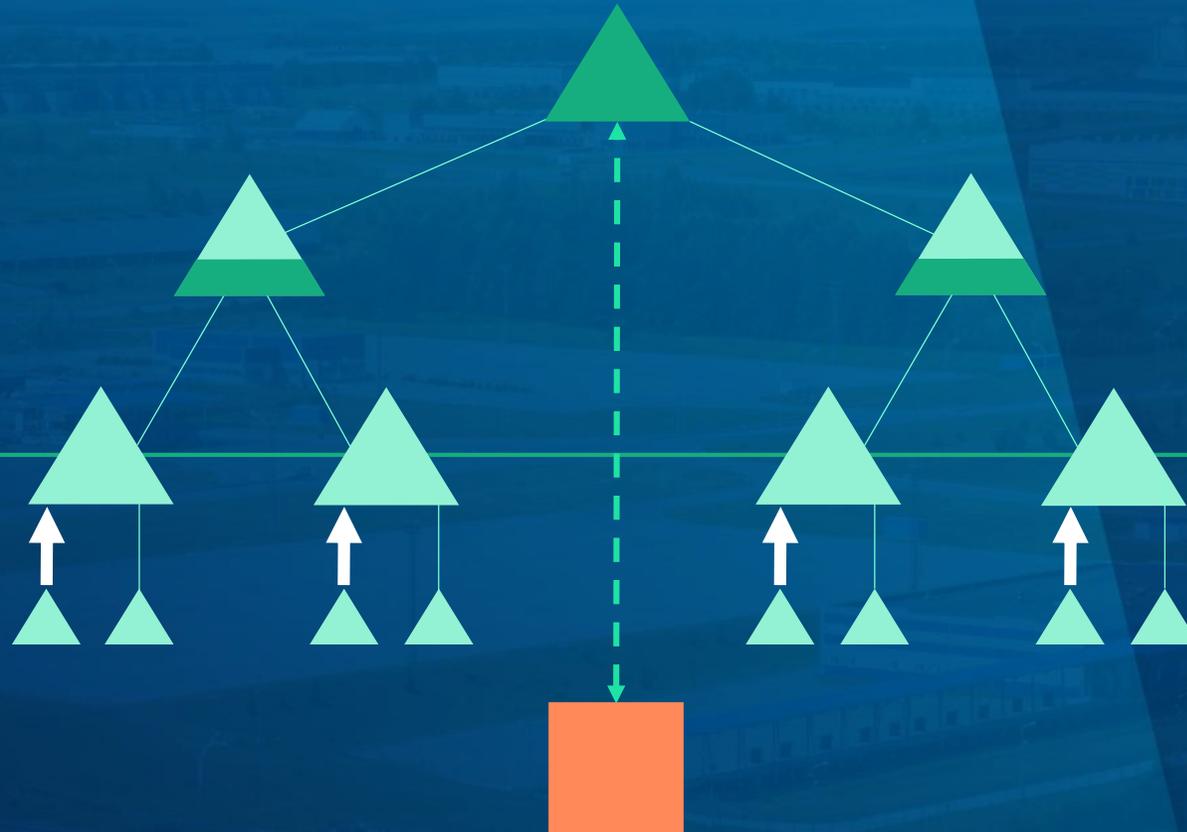
CAREER TRACK (CATERING)

CYCLE 2



WAITRESS

MONTHLY SALARY – \$ 1170



1 USD = 100 RUB

CAREER TRACK (CATERING)

CYCLE 3



BARISTA/
BARMAN

MONTHLY
SALARY – \$ 1260



1 USD = 100 RUB

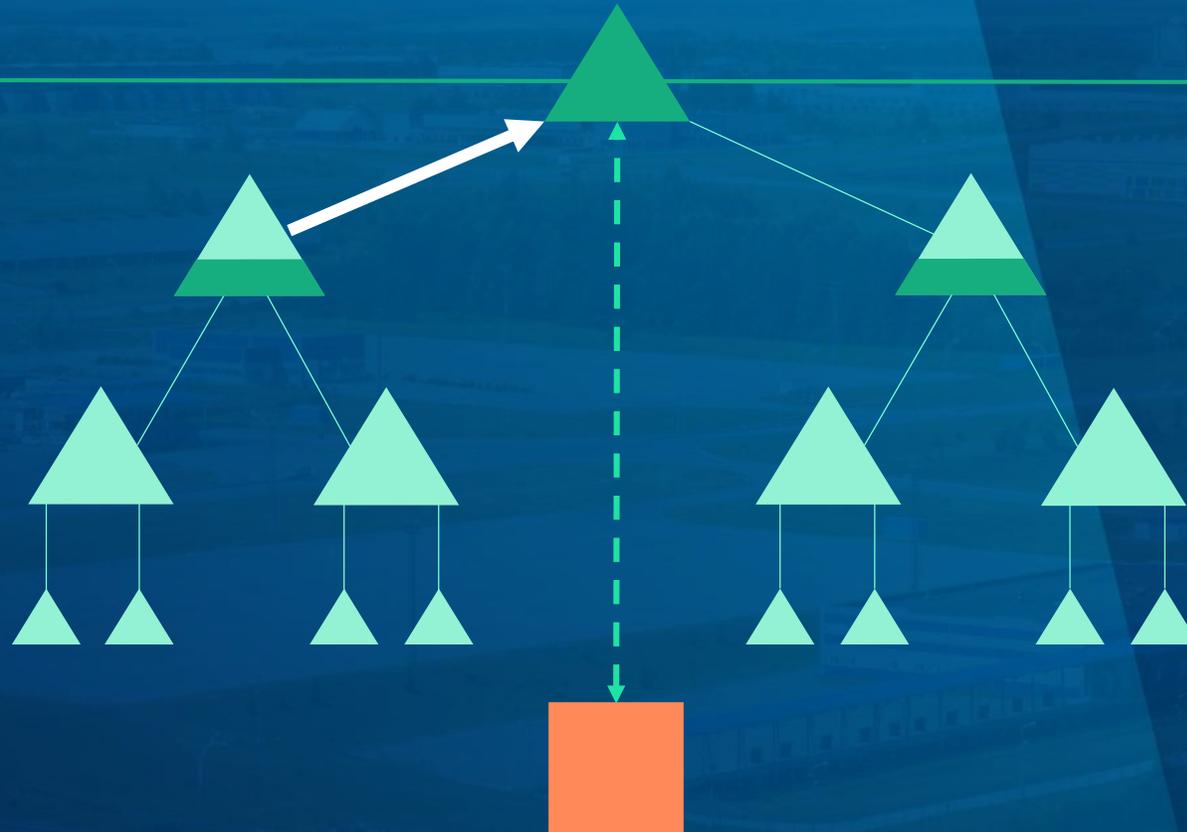
CAREER TRACK (CATERING)

CYCLE 4



CHEF/ADMINISTRATOR

MONTHLY SALARY – \$ 1340



1 USD = 100 RUB

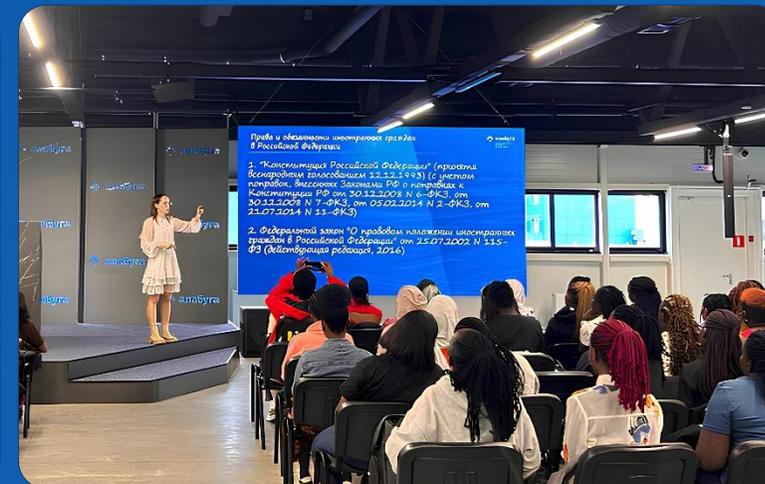
INTEGRATION INTO RUSSIAN SOCIETY



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

Day off

18:00
-
20:00

Russian language or Extra classes

Activities
for integration
into Russian
society

WORK SCHEDULE (2/2)



	Day 1	Day 2	Day 3	Day 4	Day 5	Day 6	Day 7	Day 8
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08:00
-
13:00

Work	Work	Russian language or Extra classes	Russian language or Extra classes	Work	Work	Russian language or Extra classes	
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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
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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



Register on HR-platform
and fill in the form



Telegram: @AlabugaStart



**Phone number:
+7 (987) 272 37 39**



**Alabuga Start:
<https://startworld.alabuga.ru>**



**HR-platform:
<https://hr.alabuga.ru>**



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