

2024



ALABUGA START

FOR PEOPLE FROM ALL
OVER THE WORLD



SEZ «ALABUGA» KEY INDICATORS



\$ 3.8 bln

actually invested by residents



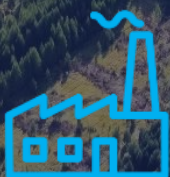
16 040

employees



\$ 1.8 bln

residents revenue as of January 10, 2023



67 total amount of residents

33 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**

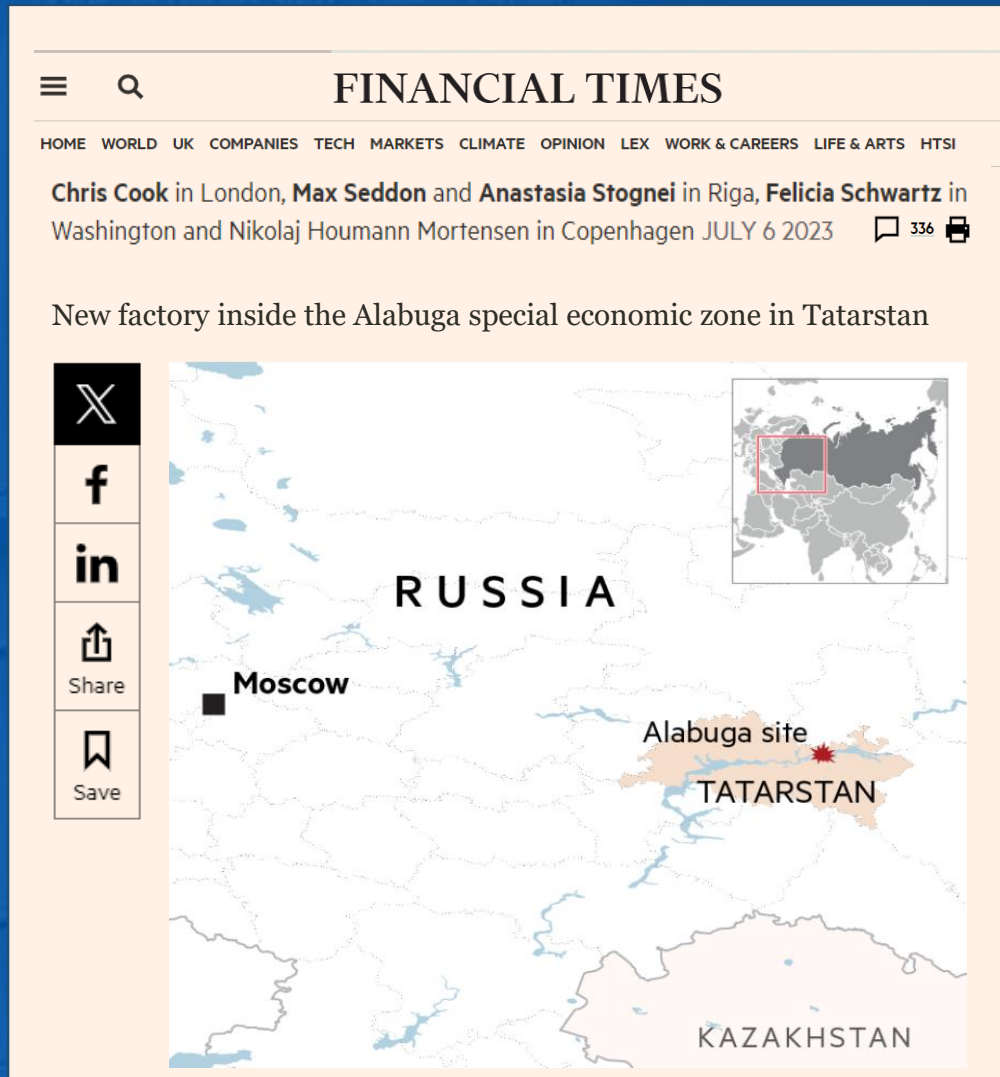
**ALABUGA POLYTECH
HEADQUARTERS**

**RESIDENTIAL COMPLEX
"SOUTH PARK"**

RECREATIONAL AREAS



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




Financial Times article header: **FINANCIAL TIMES**

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

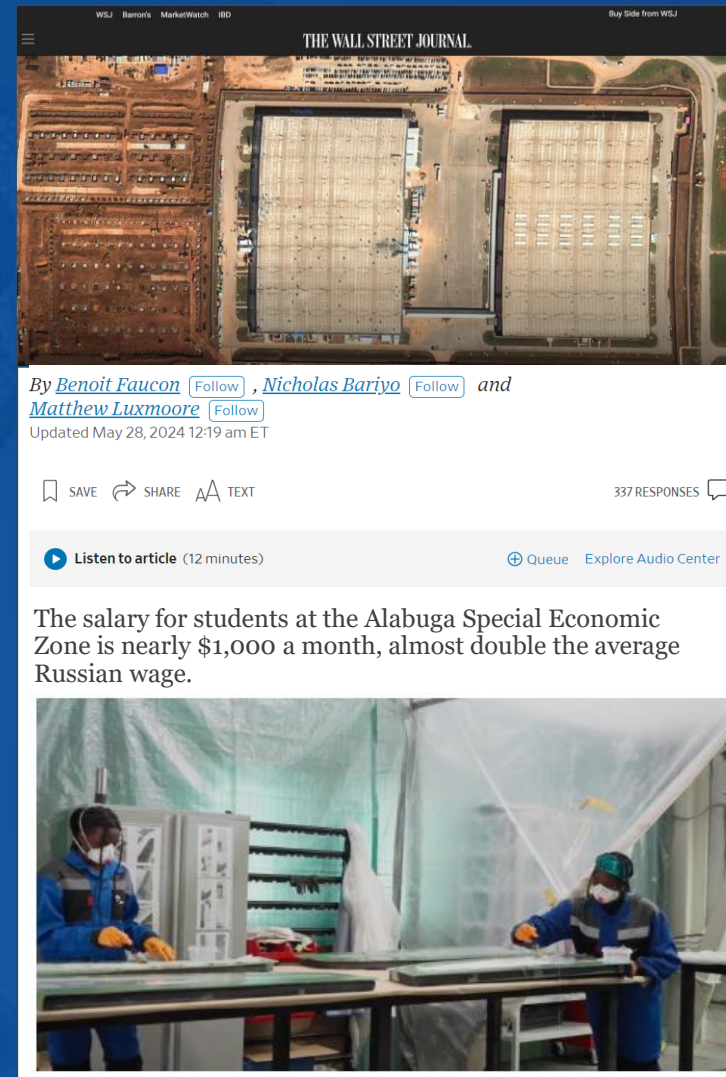
By **Chris Cook** in London, **Max Seddon** and **Anastasia Stognei** in Riga, **Felicia Schwartz** in Washington and **Nikolaj Houmann Mortensen** in Copenhagen JULY 6 2023 336

New factory inside the Alabuga special economic zone in Tatarstan




The map shows Russia with an inset of the world map. The Alabuga site is marked with a red star in Tatarstan. Other locations shown include Moscow and Kazakhstan.

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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

SAVE SHARE AA TEXT 337 RESPONSES

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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.



«ALABUGA START» PROGRAMME



✓ **Opportunity to earn money**

✓ **Opportunity for career growth**

✓ **Opportunity to see the world**

✓ **Opportunity for a new start**

RESULTS OF «ALABUGA START»

«Alabuga Start» 2022



1 field



7 countries



22 participants

«Alabuga Start» 2023

4 fields

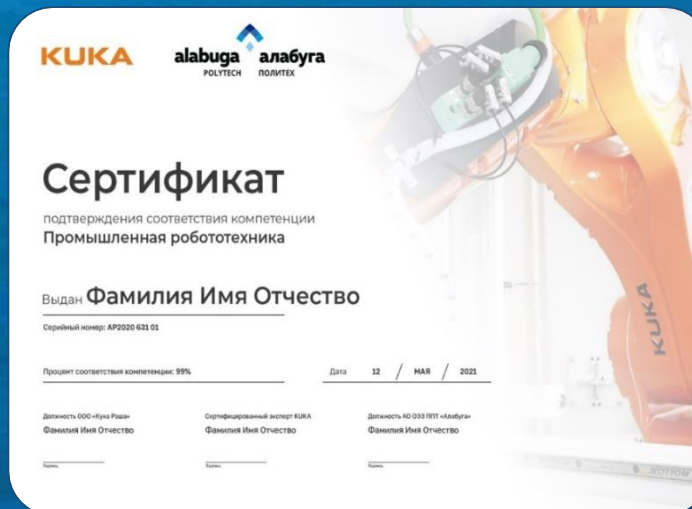
44 countries

327 participants

DUAL SCHEME



WORK EXPERIENCE



PROFESSIONAL TRAINING



RUSSIAN LANGUAGE

PROGRAMME BENEFITS



**PROFESSIONAL
TRAINING**



**ACCOMMODATION
IN HOSTEL
\$44**



**MONTHLY
ALLOWANCE
\$ 500-1380***



**FLIGHT TO
RUSSIA AND
VHI****



TRANSFER

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

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

CAREER



Taxes (30%) and accommodation cost are already deducted from the salary

CATERING



FINAL RESULT:

- Russian language proficiency certificate
- Certificate of professional training



KITCHEN WORKER

\$ 500

- Assisting in cooking dishes and helping around a kitchen



WAITER

\$ 720

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



BARISTA

\$ 860

- Selecting and preparing ingredients for drinks, recipes for making and decorating drinks



CHEF/ ADMINISTRATOR

\$ 950

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

6 MONTHS

1 YEAR

1,5 YEARS

2 YEARS

Exchange rate USD to RUB = 100

Monthly salary

(after personal income tax, «take-home pay»)



Catering

Cycle	Fixed part	Bonus part	Total monthly salary
1	\$ 170	\$ 330	\$ 500
2	\$ 210	\$ 510	\$ 720
3		\$ 650	\$ 860
4		\$ 740	\$ 950

Rate USD to RUB = 100

*Taxes (30%) and accommodation cost are already deducted from the salary

*Accommodation is provided for 1 year

PRODUCTION OPERATOR



FINAL RESULT:

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



SENIOR TECHNICIAN **\$ 1 380**

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



LEADING TECHNICIAN **\$ 1 210**

- Size control of finished and semi-finished products



TECHNICIAN **\$ 980**

- Size control of finished and semi-finished products



CUTTER **\$ 640**

- Performing technological operations for cutting materials

- Performing simple operation for service and repair of process equipment

6 MONTHS

1 YEAR

1,5 YEARS

2 YEARS

Exchange rate USD to RUB = 100

Monthly salary

(after personal income tax, «take-home pay»)



Production operator

Cycle	Fixed part	Bonus part	Total monthly salary
1	\$ 170	\$ 470	\$ 640
2	\$ 210	\$ 770	\$ 980
3		\$ 1 000	\$ 1 210
4		\$ 1 170	\$ 1 380

Rate USD to RUB = 100

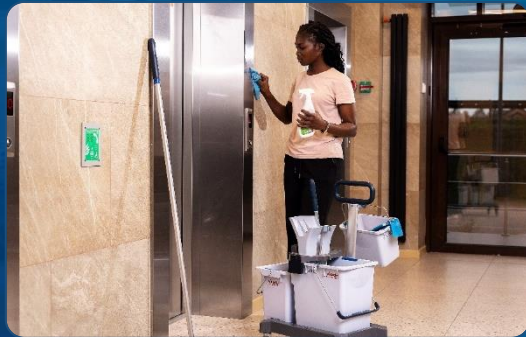
*Taxes (30%) and accommodation cost are already deducted from the salary

*Accommodation is provided for 1 year

SERVICE AND HOSPITALITY

FINAL RESULT:

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



CLEANER

\$ 570

- Cleaning and disinfection of public and industrial premises



HOUSEMAID

\$ 810

- Timely and quality cleaning of residential facilities



SUPERVISOR

\$ 950

- Receiving and processing applications from tenants, as well as coordinating and controlling the effective interaction of services



ADMINISTRATOR \$ 1 030

- Organizing the work of the supervised facility, collecting the results of the block's activities, coordinating the tasks set

6 MONTHS

1 YEAR

1,5 YEARS

2 YEARS

Exchange rate USD to RUB = 100

ROAD TRANSPORT SHOP (Driver)

FINAL RESULT:

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



HANDYMAN

\$ 570

- Road works, snow removal, landscaping, garage cleaning and cleaning of equipment

DRIVER CATEG. B, C \$ 810

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

LEADING SPECIALIST B, C, D, E

\$ 950

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

SENIOR SPECIALIST B, C, D, E

\$ 1 030

- 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

Exchange rate USD to RUB = 100

LOGISTICS

FINAL RESULT:

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



CONTAINER CRANE OPERATOR **\$ 1 030**

- Gantry crane control for loading and unloading



CONTAINER TRUCK DRIVER **\$ 950**

- Safe placement, load securing, and transportation of various cargoes



FORKLIFT DRIVER **\$ 810**

- Loading and unloading, and placing goods at a warehouse



SORTER **\$ 570**

- Receiving, placing goods at storage sites using warehouse equipment

6 MONTHS

1 YEAR

1,5 YEARS

2 YEARS

Exchange rate USD to RUB = 100

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	\$ 170	\$ 400	\$ 570
2	\$ 210	\$ 640	\$ 810
3		\$ 740	\$ 950
4		\$ 820	\$ 1 030

Rate USD to RUB = 100

*Taxes (30%) and accommodation cost are already deducted from the salary

*Accommodation is provided for 1 year

CAREER TRACK (Catering)

CYCLE 1



STARTS AS A
KITCHEN WORKER

MONTHLY
SALARY – \$500

Rate USD to RUB = 100



UNDER THE GUIDANCE OF AN EXPERIENCED MENTOR

CAREER TRACK (Catering)

CYCLE 2



WAITER

MONTHLY SALARY - \$720



Rate USD to RUB = 100

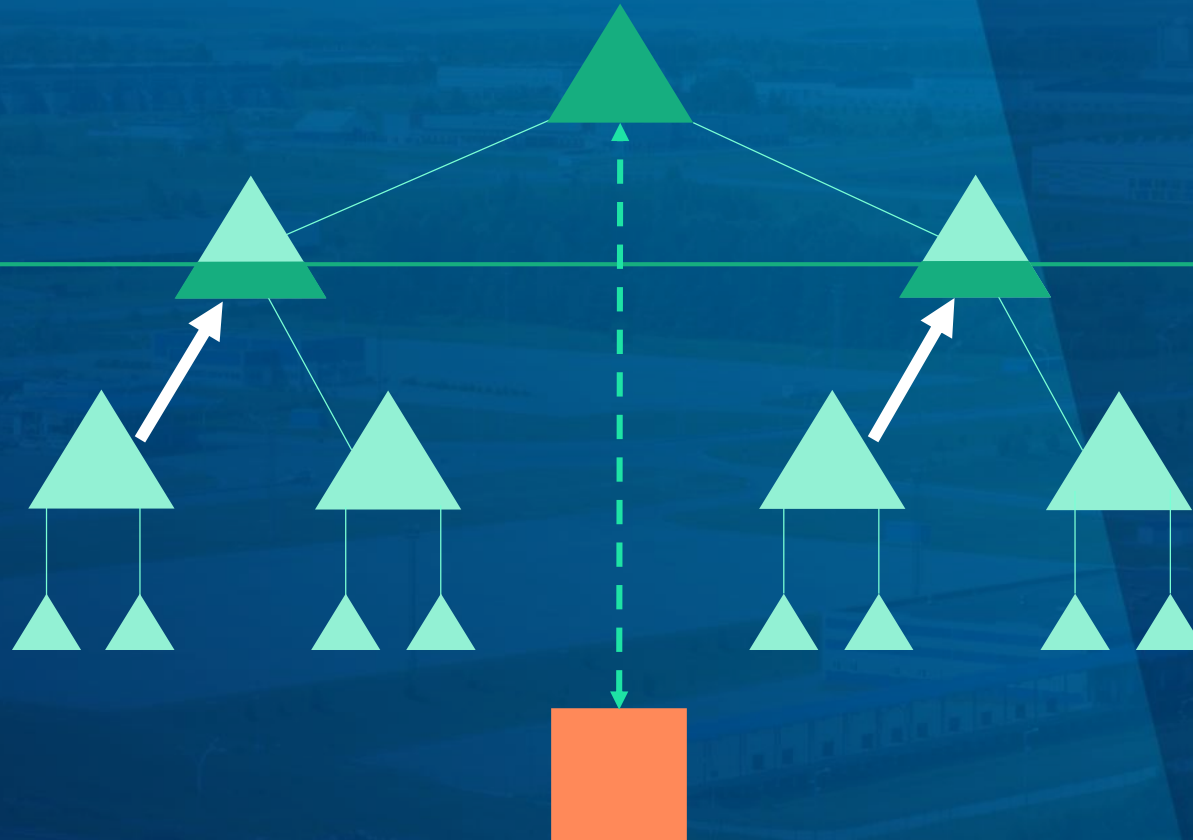
CAREER TRACK (Catering)

CYCLE 3



BARISTA

MONTHLY SALARY – \$860



Rate USD to RUB = 100

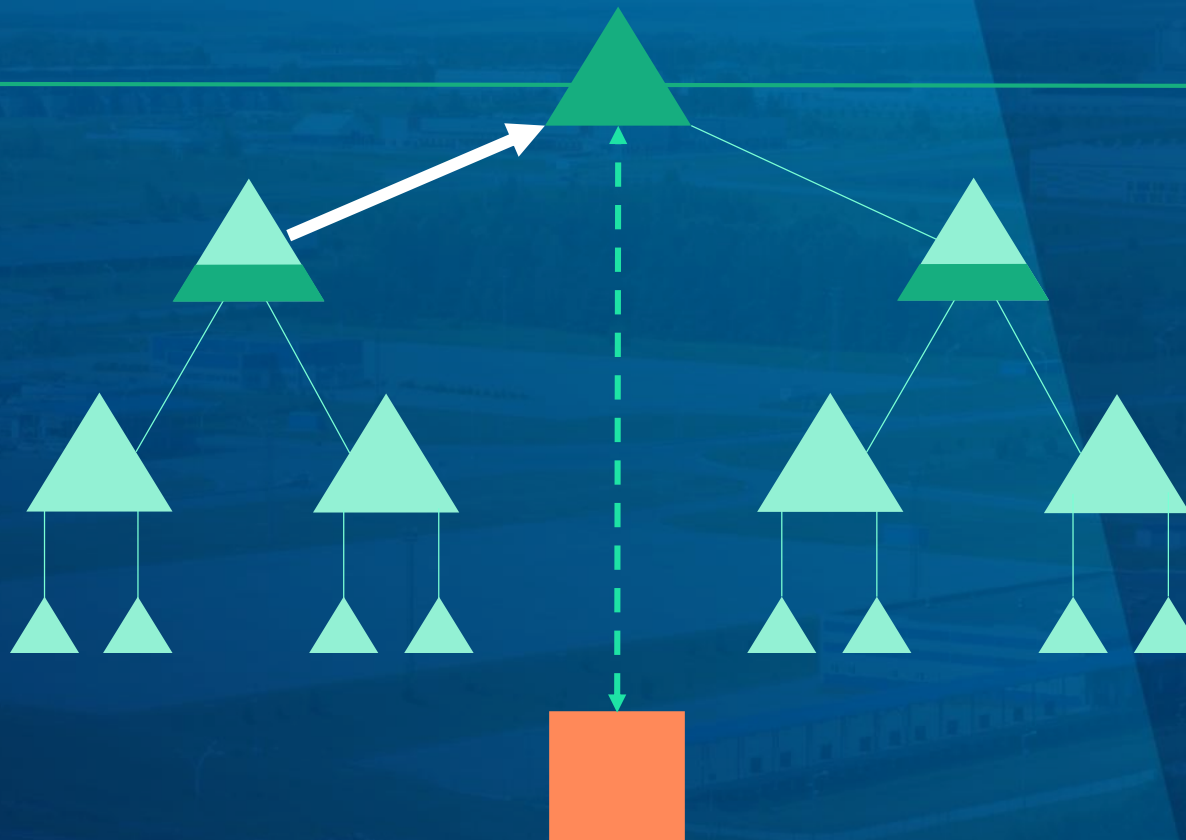
CAREER TRACK (Catering)

CYCLE 4



CHEF/ADMINISTRATOR

MONTHLY SALARY – \$950



Rate USD to RUB = 100

INTEGRATION INTO RUSSIAN SOCIETY



ENGAGING IN NATIONAL HOLIDAYS



STUDYING RUSSIAN LANGUAGE AND HISTORY OF RUSSIA



TOURING THE PRODUCTION FACILITIES



CORPORATE EVENTS

ALABUGA HOSTEL

- ✓ 8 persons in two bedroom apartment, no more than one representative from the 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/ 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
08:00-13:00	Work	Work	Russian language/ Extra classes	Russian language/ Extra classes	Work	Work	Russian language/ Extra classes	Day off
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	

EXCLUSION FROM THE PROGRAMME



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

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
- 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**
- **Hepatitis A, B,C, D**
- **Syphilis**
- **Tuberculosis**
- **Pregnancy**

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 YEARS OLD
FEMALES**

**NO MEDICAL
CONTRAINDICATIONS**

- 1. SENDING AN APPLICATION**
- 2. SELECTION OF CVs**
- 3. PASSING A SIMULATION GAME**
- 4. INTERVIEW WITH HR, CHECKING 100 WORDS IN RUSSIAN**
- 5. PROVISION OF A FOREIGN PASSPORT AND MEDICAL PAPERS**
- 6. NOTIFICATION OF EMBASSIES**

AFTER THE PROGRAMME PARTICIPANTS CAN



Work in SEZ «Alabuga» on a permanent basis



Be employed at one of the resident factories



Enroll in «Alabuga Polytech»



Return to a home country



STAFF REQUIREMENTS



To become a manager in Alabuga you need to:

- ✓ **Develop skills to achieve your 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
to find out more details about
participation**



@ALABUGASTART

**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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