

JOB OFFER SERVICE

Obtaining a Job Offer for our successful candidates is actually the major and most important service we offer them as it forms the backbone of our operation.

The candidate should expect to be interviewed online by the potential German employer. If the candidate passes the interview, s/he will be confirmed the job and receives a copy of the job offer through ASDAM and the local agent in the country of residence for review and official approval and moves to the next step. Otherwise, Our German agency reschedules a second interview with a second potential employer

Prior to the job screening, the candidate needs to ensure that:

1. The candidate's Qualifications Equivalency (QE) certificate (*Statement of Comparability*) is finalized and achieved by our German agency.
2. The candidate clears off the QE certificate (*Statement of Comparability*) cost through the local Agent or directly with ASDAM in case the local Agent is not available.
3. The candidate has finished his/her German Language course for the required level and obtained the test level certificate from Goethe Institute in the country of residence, or is still in the course until the required level based on enrollment certificate issued from Goethe Institute or the languages center.

At this point, the Job search will be initiated by ASDAM.

1. Job search duration is usually 1-2 months for Engineers and IT, while it might take longer for the Hospitality professionals (3-4 months).
2. Our German Agency finds the potential employer.
3. Our German Agency arranges for an online interview between the candidate and the potential employer, whenever it is required. The result of the interview could be one of the following:

Passes Interview: The candidate will be confirmed the job and receives a copy of the job offer through the local agent in the country for review and signature.

Fails Interview: Our German Agency reschedules a second interview with a second potential employer.



It must be made clear to the candidate that **ASDAM** is committed to provide its candidate with a second interview ONLY with a second potential employer. In case, the candidate fails the second interview, then the candidate has to work on getting extra support whether in German Language or other aspects of the interview such as character and presentation.

FACTS ABOUT THE JOB OFFER

The job offer usually contains all the details and information a candidate needs to know about the job such as:

- The name of the company
- Company location and full address
- Job Title of the candidate
- Duties & Responsibilities of the Candidate
- Length of the contract
- Length of the Probation period
- Training of the candidate
- Monthly Salary in Euros
- Inclusions & Exclusions of the candidate monthly salary.
- Annual leave

TAXES AND SOCIAL SECURITY IN GERMANY

The employee in Germany pays tax and social security contributions (taxes) according to the German government laws and regulations towards the following:

- Health Insurance (*Krankenversicherung*) – 7.3% of your salary
- Pension insurance (*Rentenversicherung*) – 9.35% of your salary
- Long-term care insurance (*Pflegeversicherung*) – 1.525% of your salary
- Unemployment insurance (*Arbeitslosenversicherung*) – 1.2% of your salary
- Income Tax depending on the monthly salary of the employee as shown below table.

The tax and social contribution percentage is neither usually fixed nor standard across all employees; it depends also on different factors such as:

- Salary range
- Level of qualifications
- Availability of the Statement of Comparability
- Being single or married
- Married without kids
- Married with children and how many children
- Helping family members abroad

No	Salary Range	Tax Percentage
1	€0 – €10,908	Tax Free
2	€10,909 – €62,809	14%
3	€62,810 – €277,825	42%
4	Above €277,826	45%