

ELEKS is always looking for talented professionals to join our team. That is why we developed a referral program, beneficial for both the referral and the referee.

Do you know a professional who you think is perfect for a vacancy at ELEKS? Don't hesitate to provide us with a referral — and receive a special bonus!

A referral is the information you provide to a recruiter about a candidate. The candidate should meet the qualification requirements for the vacancy and should be initially interested in providing independent professional IT services to ELEKS.

How can I submit a referral?

Simply send an email to referral@eleks.com that includes:



The name of the vacancy you want to refer the person for in the email subject field



The CV of the candidate (or a link to a LinkedIn profile with contact details)



The candidate's name, surname, patronymic



Salary expectations, if known.

Who can refer a candidate?

Anyone, regardless of whether they have previously cooperated with ELEKS or not, can provide a referral. However, candidates cannot refer themselves.

Requirements for the referral

Referrals can be provided for current vacancies only.
The referral is valid for 2 months.

A referral is accepted if the recruiter has not contacted the candidate in the previous 2 months and the candidate hasn't been previously referred by someone else.

One person can provide an unlimited number of referrals.

The referred candidate should be informed about the position and be interested in cooperation with ELEKS.

REFERALLS WE ACCEPT:

Software Engineer (Middle / Senior)

Test Engineer (Middle / Senior)

Test Lead

Technical Lead

Architect

Project Manager (Middle / Senior)

Business Analyst (Middle / Senior)

UX Designer (Middle / Senior)

What kind of bonus will I receive?

If your referral meets all the job requirements, the recruiting process is successful and the suggested candidate is hired, you'll receive a special bonus.

THINGS TO KEEP IN MIND

The bonus is paid after the candidate has successfully passed the 3-month probation period, and their manager is satisfied with the candidate's performance;

The amount of the bonus depends on the candidate's skills and is defined after the job interview;

The bonus is paid under the terms of a written agreement with one of the ELEKS group entities (the template is provided upon request).

HOWEVER, YOU WILL NOT RECEIVE THE BONUS IF:

The candidate has already applied for the position via job search websites, the corporate website or had sent the information to a recruiter within the past 2 months;

The candidate is already being reviewed for this position by the ELEKS recruiting team;

The referral includes fake, out-of date or inaccurate data;

The referral is provided by a close relative of the candidate (husband, wife, brother or sister) that received any kind of bonus from ELEKS anytime during the previous 3 months;

The candidate will be a subordinate of the person who provides a referral;

The candidate was already referred by someone else.

Bonus Amount*

| Position | Level | Bonus |
|-------------------|-----------------|-----------------|
| Software Engineer | Middle / Senior | \$500 / \$750 |
| Test Engineer | Middle / Senior | \$500 / \$750 |
| Test Lead | All Levels | \$750 |
| Technical Lead | All Levels | \$1,000 |
| Architect | All Levels | \$1,000 |
| Project Manager | Middle / Senior | \$750 / \$1,000 |
| Business Analyst | Middle / Senior | \$750 / \$1,000 |
| UX Designer | Middle / Senior | \$500 / \$750 |

*Bonus is paid in Ukrainian Hryvnia at the official National Bank of Ukraine exchange rate on the day of payment by bank wire transfer.