alabuga
START

OPPORTUNITIES FOR PEOPLE WORLDWIDE



SEZ Alabuga key indicators

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$5.52 bln
Actual investments of residents

43 000
Employees

$6.7 bln
Residents' revenue as of the end of 2025

45
Functioning enterprises



Full cycle infrastructure partner

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Industrial infrastructure

- Customs zone
- In-house grid infrastructure
- District wastewater treatment facility
- In-house gas and heat supply infrastructure



Social infrastructure

- Medical center
- International school
- Alabuga Polytech Headquarters (HQ)
- Recreation zones
- Corporate hostels



Construction infrastructure

alabuga DEVELOPMENT



HR infrastructure

alabuga START

10 ЛИДЕРОВ

alabuga POLYTECH алабуга ПОЛИТЕХ

Alabuga Start programme



Opportunity
to earn money

Opportunity
to see the world

Opportunity
for career growth

Opportunity
for a new start

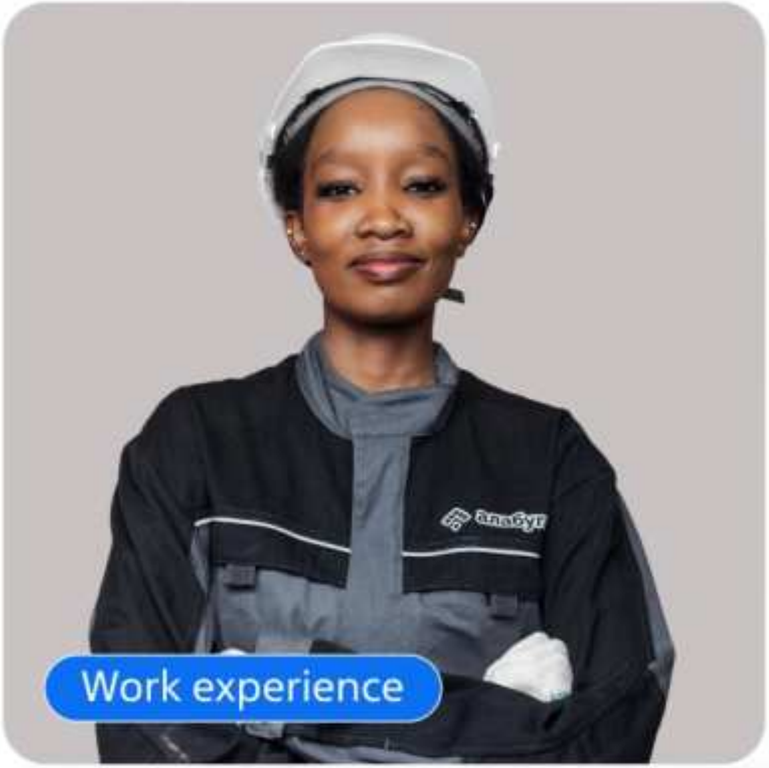
Alabuga Start results

	2023	2024	2025	2026
	**1** Field	**4** Fields	**7** Fields	**8** Fields
	**7** Countries	**44** Countries	**46** Countries	**77** Countries
	**22** Participants	**327** Participants	**1 042** Participants	**8 516** Participants*

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

Corporate development programme

alabuga START







Alabuga Start is the only programme in the world that offers career growth to foreign employees

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PROGRAMME BENEFITS

- Transfer to the workplace
- Monthly salary $706 - 1 870*
- Professional training
- Accommodation in hostels $44 per month
- Free air tickets to Russia and VHI**

*total after deductions, “net salary”

**VHI - Voluntary health insurance (according to the grade system)

Career ladder

CHIEF SPECIALIST
4 cycle
$1 348 - $1 870*

LEADING SPECIALIST
3 cycle
$1 261 - $1 696

SPECIALIST
2 cycle
$1 174 - $1 435

JUNIOR SPECIALIST
1 cycle
$706 - $846



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*total after deductions, “net salary”

Career ladder (Catering)

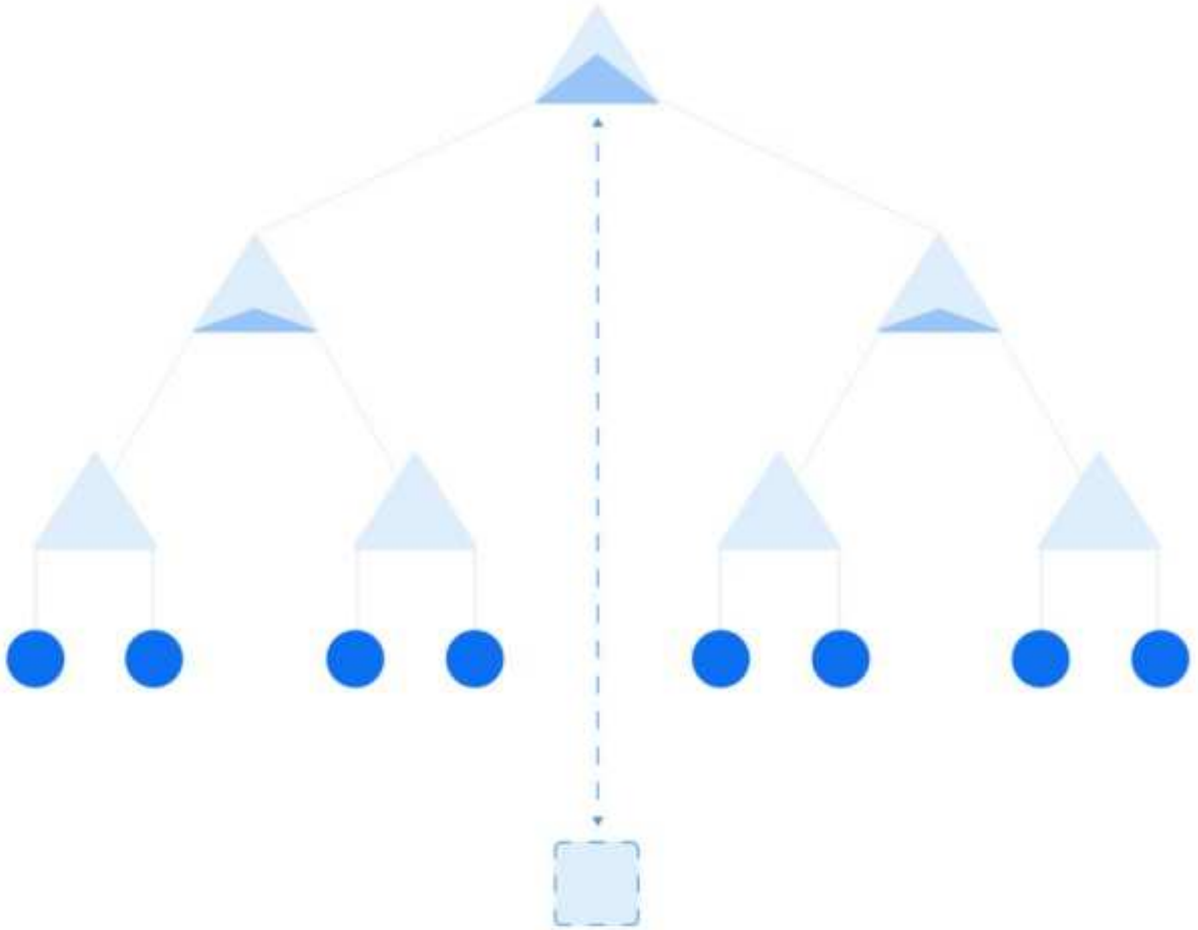
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First cycle

Kitchen worker

Salary $706



Under the guidance of an experienced mentor

Career ladder (Catering)

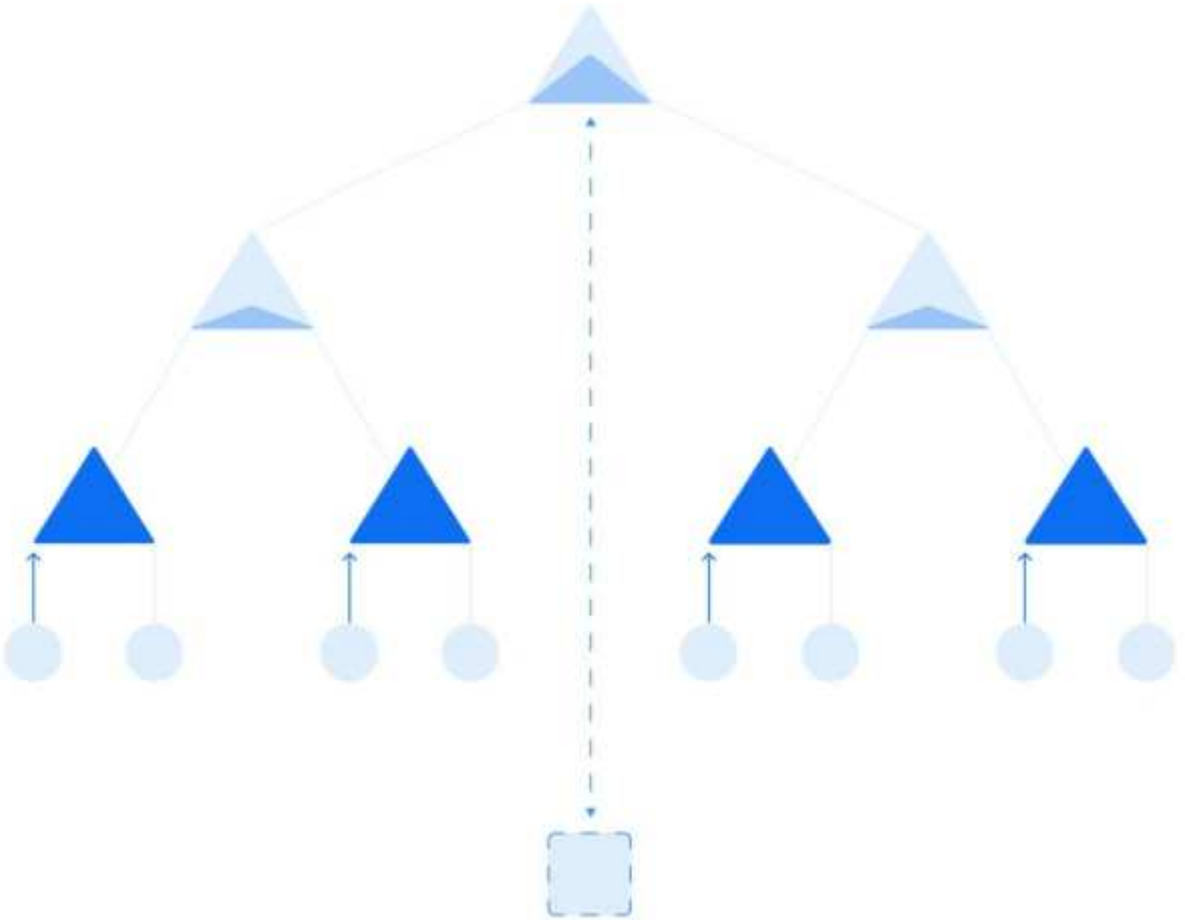
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Second cycle

Waitress

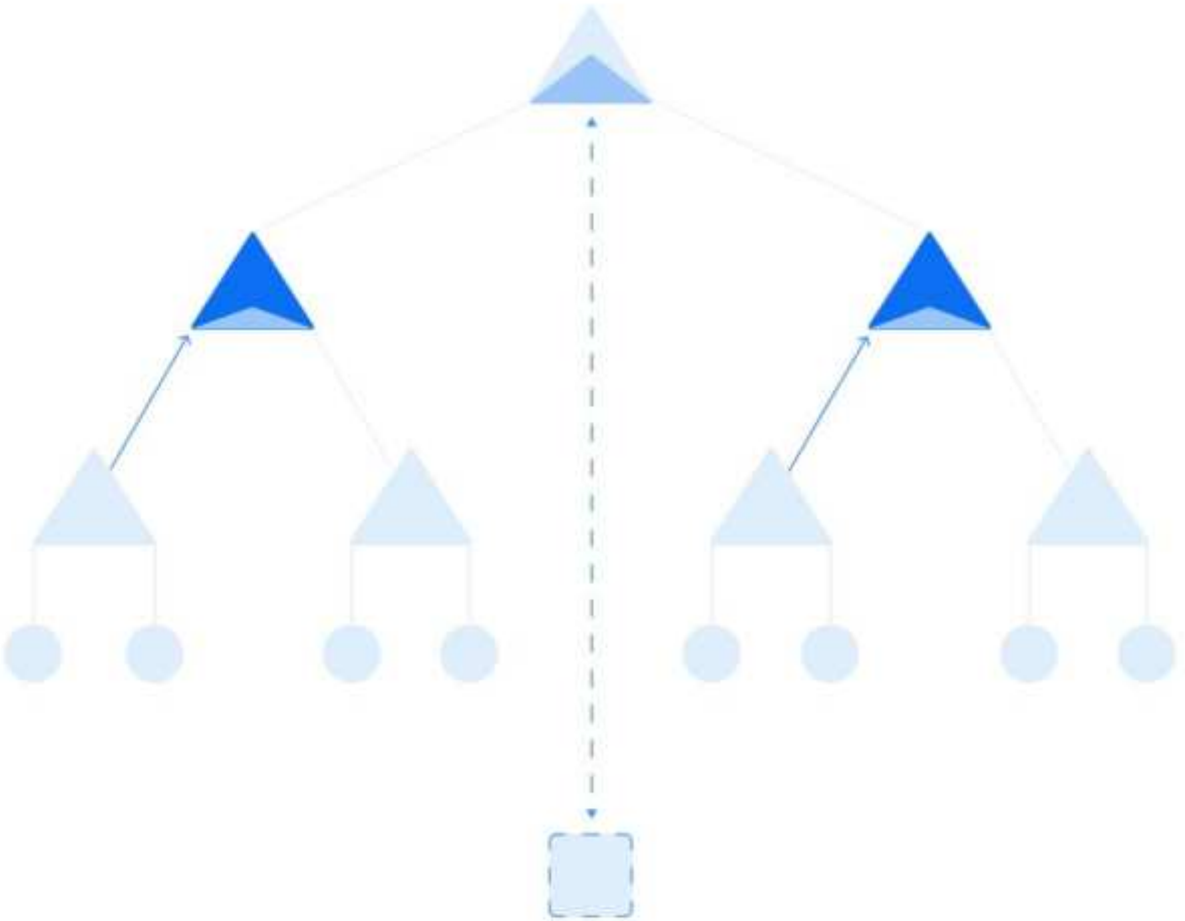
Salary $1 174



Career ladder (Catering)

alabuga START





Third cycle

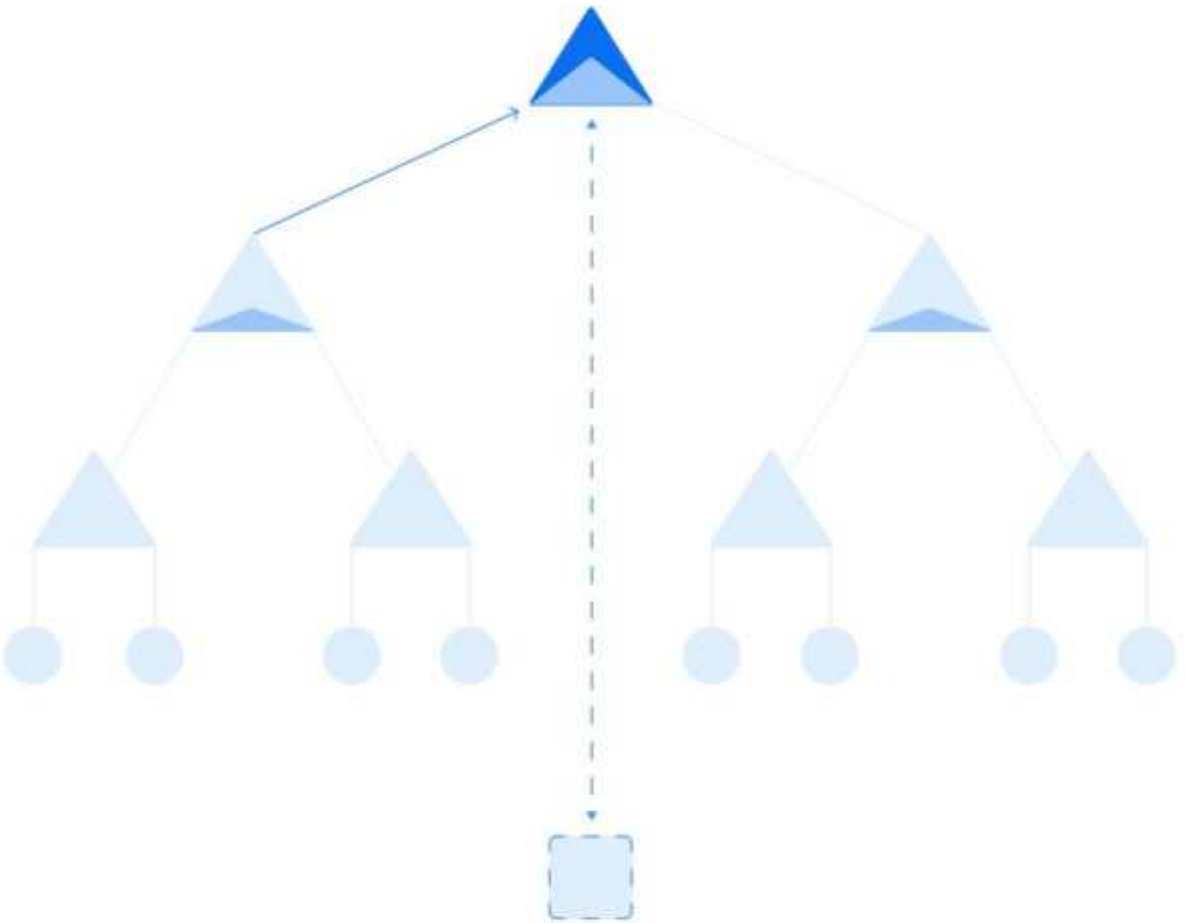
Barman

Salary $1 261

Career ladder (Catering)

alabuga START





Fourth cycle

Administrator of the dining hall/Cook

Salary $1 348

Catering

alabuga START

End result:

- Russian language proficiency certificate
- Certificate of professional training



6 months

Kitchen worker

- Assisting in cooking dishes
- Helping around a kitchen

$706



1 year

Waitress

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

$1 174



1,5 years

Barman

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

$1 261



2 years

Administrator of the dining hall/Cook

- Organising work in the dining hall
- Monitoring service and guest care
- Coordinating operations
- Preparing dishes in accordance with approved recipes and production charts
- Portioning and plating dishes before service
- Checking dishes for readiness
- Ensuring compliance with portion sizes and presentation standards

$1 348

Total after deductions, “net salary”

Monthly salary

alabuga START

Catering			
Cycle	**Fixed part**	**Bonus part**	**Total monthly salary**
1	$176	$530	$706
2	$293	$881	$1 174
3	$315	$946	$1 261
4	$337	$1 011	$1 348

Accommodation is provided for 1 year

Production operator

alabuga START

End result:

- Russian language proficiency certificate
- Certificate of professional training



6 months

Operator

- Performing technological operations for cutting materials
- Preparing bar stock of various diameters and materials

$846



1 year

Technician

- Performing simple operations for service and repair of process equipment
- Pre-treatment of the base material

$1 435



1,5 years

Leading technician

- Size control of finished and semi-finished products
- Working with handheld power tools

$1 609



2 years

Chief technician

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

$1 783

Finishing works

alabuga START

End result:

- Russian language proficiency certificate
- Certificate of professional training



6 months

Manual worker

- Removal of construction debris
- Wall-papering
- Assisting specialists

$846



1 year

Painter

- Preparing walls for painting
- Wall-papering
- Wall-painting
- Application of fire-protective solution

$1 435



1,5 years

Leading painter

- Wall-painting
- Application of fire-protective solution
- Reading drawings
- Organising work

$1 609



2 years

Chief painter

- Planning and organising work
- Team management
- Quality and technical control
- Project delivery

$1 783

Installation works

alabuga START

End result:

- Russian language proficiency certificate
- Certificate of professional training



6 months

Manual worker

- Surface filling and plastering works
- Assembling furniture structures

$846



1 year

Assembler

- Assembling furniture structures
- Installing tiles
- Installing plumbing
- Installing floor coverings
- Installing window structures

$1 435



1,5 years

Leading assembler

- Installing window structures
- Installing tiles
- Reading drawings
- Installing plumbing systems
- Inspecting structures for defects

$1 609



2 years

Chief assembler

- Planning and organizing work
- Team management
- Project delivery
- Checking drawings and assembling results

$1 783

Construction works

alabuga START

End result:

- Russian language proficiency certificate
- Certificate of professional training
- Driving license for specialised machinery
- Driving license in categories B, C, D, E



1 year

Manual worker

- Cleaning construction equipment
- Assisting specialists
- Adjusting equipment
- Construction works

$846



2 years

Machine operator in categories B, C

- Dump truck operator
- Crane operator
- Roller operator

$1 435



3 years

Leading machine operator in categories B, C, D, E

- Pile driver operator
- Long vehicle operator
- Truck crane operator
- Excavator operator

$1 609



4 years

Chief machine operator in categories B, C, D, E

- Planning and organising work
- Team management
- Project delivery
- Checking completed work against key performance indicators

$1 783

Road transport shop (driver)

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End result:

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



1 year

Manual worker

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

$846



2 years

Driver in categories B, C

- Driving car/truck
- Transportation of labourer crews (driver of the 5th category)

$1 435



3 years

Leading specialist in categories B, C, D, E

- Operating a container truck
- Operating a bus
- Transporting of goods/employees
- Operating a crane-manipulator/aerial work platform
- Operating excavators, graders, and front loaders
- Operating specialised machinery

$1 609 - $1 696



4 years

Chief specialist in categories B, C, D, E

- Operating a container truck
- Operating a bus
- Monitoring transport task completion
- Operating excavators, graders, and front loaders
- Operating specialised machinery
- Performing complex tasks

$1 783 - $1 870

Total after deductions, “net salary”

Monthly salary

Production operator, Finishing works, Installation works, Construction works, Road transport shop (driver)			
Cycle	**Fixed part**	**Bonus part**	**Total monthly salary**
1	$211	$635	$846
2	$358	$1 077	$1 435
3	$402–$424	$1 207–$1 272	$1 609–$1 696
4	$445–$467	$1 338–$1 403	$1 783–$1 870

Accommodation is provided for 1 year

Service and hospitality

alabuga START

End result:

- Russian language proficiency certificate
- Certificate of professional training



6 months

Cleaner

- Cleaning and disinfection of public and industrial premises

$776



1 year

Housemaid

- Timely and quality cleaning of residential facilities

$1 261



1,5 years

Manager

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

$1 348



2 years

Administrator

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

$1 435

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Logistics

End result:

- Russian language proficiency certificate
- Certificate of professional training
- Driving license for specialised machinery



Sorter

- Cleaning packaging with special detergents
- Packing/unpacking materials
- Palletising with stretch wrap
- Receiving/shipping using shipping documents
- Checking quantity, quality, and order compliance
- Loading/unloading manually, using pallet jacks
- Repalletising

$776



Forklift driver

- Loading/unloading materials using a clamp truck/forklift loader
- Moving materials between storage areas
- Floor-level storage of materials using a clamp truck/forklift loader
- Placing and removing goods from racks using a reach truck

$1 261



Crew chief

- Loading/unloading materials using a clamp truck/forklift loader
- Moving materials between storage areas
- Floor-level storage of materials using a clamp truck/forklift loader
- Organising and supervising staff's work
- Preparing cargo for loading/unloading and identifying storage areas
- Assigning production tasks to staff and monitoring their completion, deadlines, and quality

$1 348



Foremaster

- Organising and supervising warehouse operations
- Planning and coordinating all warehouse operations, including receiving, storage, and shipping of goods
- Providing timely and accurate reporting on the operational performance of the department
- Preparing performance reports, conducting inventory counts, and analysing stock balances
- Maintaining inventory records and monitoring stock movement in the warehouse
- Making decisions on operational and external matters to ensure uninterrupted warehouse operations

$1 435

Terminal

Logistics

End result:

- Russian language proficiency certificate
- Certificate of professional training
- Driving license for specialised machinery



Manual transport worker

- Checking clearances between the fitting plate and the container
- Installing fitting stops
- Inspecting fittings for serviceability
- Opening containers before releasing for loading

$776



Delivery inspector

- Inspecting containers for damage
- Drawing up a container damage report and forwarding it to the commercial department
- Making decisions on container placement
- Checking data with shipping documents — railway and other types of consignment notes

$1 261



Gantry crane operator

- Operating a rail-mounted gantry crane
- Loading/unloading sea shipping containers from railway wagons and trucks
- Participating in all types of maintenance and repair of machinery and equipment
- Working in the terminal management system — receiving tasks and confirming their completion

$1 348



Foremaster

- Supervising the shift
- Maintaining the health and safety log — Level 1
- Monitoring the use of personal protective equipment (PPE) by staff while on site
- Making managerial decisions to ensure the shift meets the required workload demand
- Submitting requests to the supervisor for replacement or procurement of inventory items

$1 435

Total after deductions, “net salary”

Monthly salary

Service and hospitality, Logistics			
Cycle	**Fixed part**	**Bonus part**	**Total monthly salary**
1	$194	$582	$776
2	$315	$946	$1 261
3	$337	$1 011	$1 348
4	$358	$1 077	$1 435

Accommodation is provided for 1 year

Deductions from salary

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1

Personal income tax (PIT) for foreigners

30%
for the first 183 days

application to the Federal Tax Service of Russia (FTS)

13%
after 183 days

\+

17% refund of withheld taxes

2

Corporate hostels

$44
a month

3

Russian language classes

$160
a month

FREE
after 5 months in the programme

Salary calculation example

Production operator Cycle 1

№	Calculation title	Type	Total amount
1	Fixed part	income	$375
2	Bonus part*	income	$1 125
3	Personal income tax (PIT) for foreigners 30% (6 months)	deduction	-$450
4	Corporate hostels	deduction	-$44
5	Russian language classes	deduction	-$160
	Net salary		$846

*upon the complete (100%) fulfillment of monthly goals

Integration into Russian society

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Engaging in national holidays



Studying Russian language and history



Learning Russian legislation



Touring production facilities



Corporate events



Leadership development

Recent events







International Economic Forum
“Russia – Islamic World: KazanForum”

Recent events







Marathon **“Chain Reaction”**

Recent events







Interregional Festival **“Stars of Hospitality”**

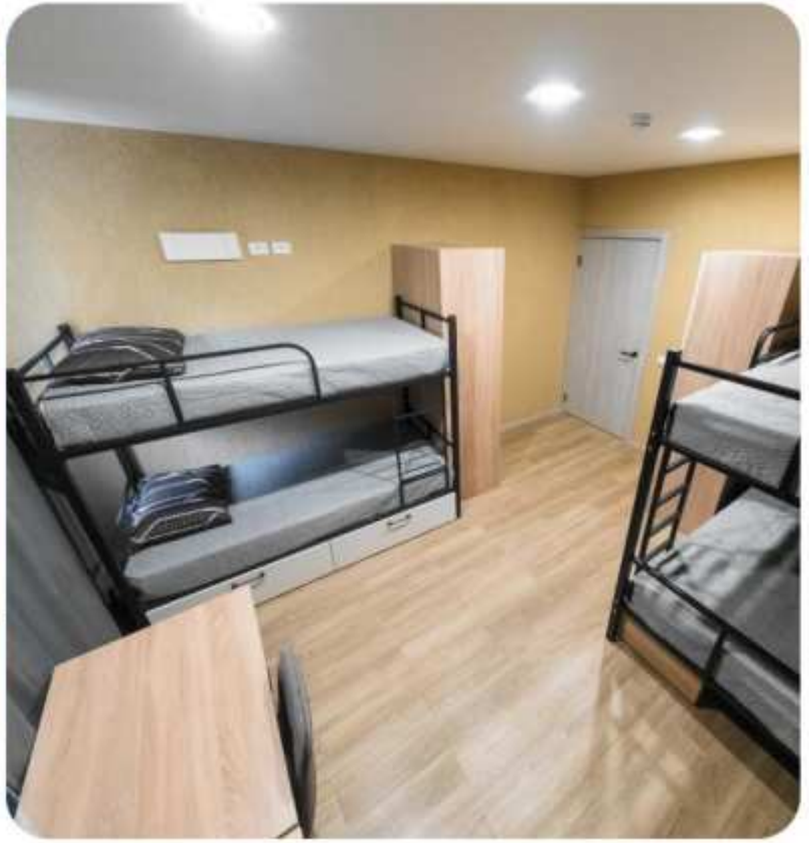
ALABUGA HOSTEL

alabuga START

- **8 people in a two-bedroom apartment**
  no more than one representative from each country
- Fully equipped with furniture and household appliances

$44/month
Accommodation





- Fines for smoking and alcohol — **$50**
- Fines for the unsatisfactory sanitary condition of an apartment — **$50**

Work schedule (5/2)

alabuga START

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
8:00 – 17:00	Work	Work	Work	Work	Work	Free time	Day off
17:00 – 20:00	Russian language/extra classes					Activities for integration into Russian society	

Work schedule (2/2)

alabuga START

	1 day	2 day	3 day	4 day	5 day	6 day	7 day	8 day
8:00 – 16:00	Work	Work	Russian language/ extra classes	Russian language/ extra classes	Work	Work	Russian language/ extra classes	Day off
16:00 – 20:00			Activities for integration into Russian society	Activities for integration into Russian society			Activities for integration into Russian society	

Expulsion from the programme:

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1. **When certain medical issues are identified**

2. **In case of receiving 3 strict reprimands from SEZ Alabuga**

   Light violation: missing Russian language classes, using foul language

   Medium violation: unsatisfactory sanitary condition of an apartment, being late to 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 bad feedback from the employer**

Expulsion from the programme, revocation of the work visa and return home (at the expense of the participant)

Expulsion from the programme:

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

- HIV/AIDS
- Tuberculosis
- Syphilis
- Hepatitis A, B, C, D, E*
- Pregnancy*

If these contraindications are found in Russia, the participant is expulsed from the programme and is to return home (at the expense of the participant)

*prohibited by the terms of the Alabuga Start programme

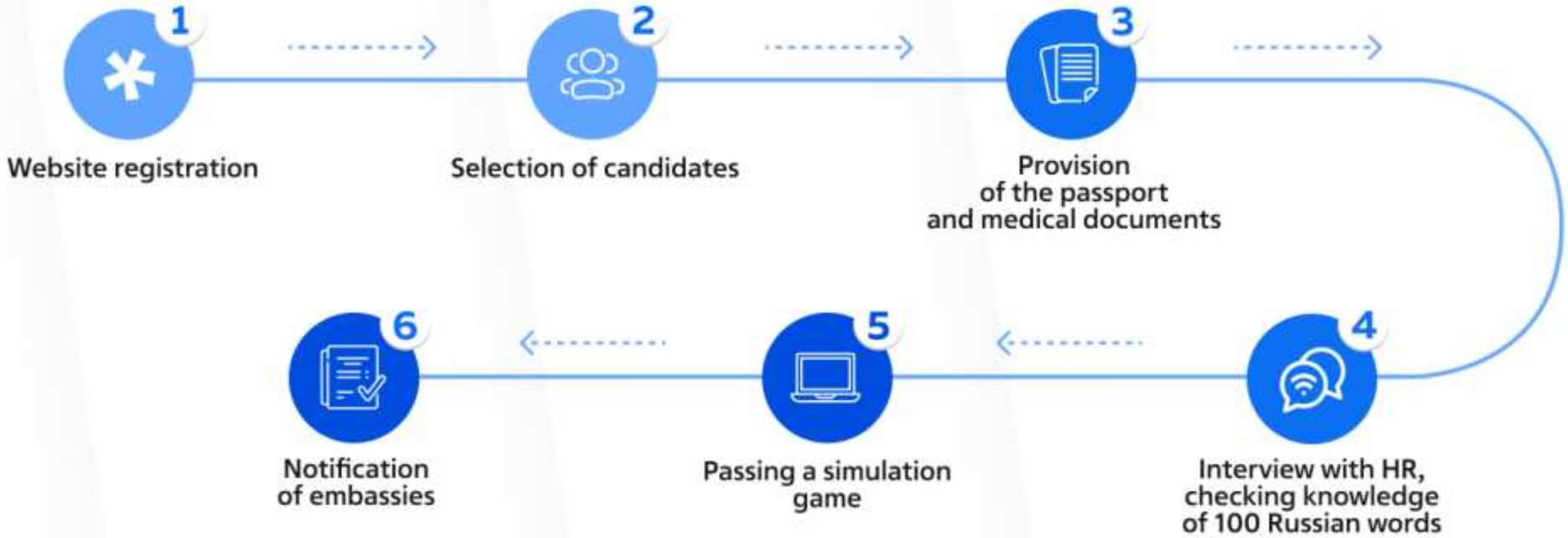
How participants are selected

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School education

18 – 22 y.o. females

No medical contraindications



Opportunities after the programme

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- Work in SEZ Alabuga on a permanent basis
- Employment at one of the resident factories
- Enrollment at Alabuga Polytech
- Return to the home country



Staff requirements

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To become a manager in Alabuga you need to:

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












Thank you for
your attention!

Join now!

alabuga START

Register online to submit an application

→

Follow our Telegram-channel

→

Register on the HR-platform

→

Telegram channel:
@AlabugaStart

Alabuga Start website:
https://startworld.alabuga.ru

HR-platform website:
https://career.start.hr.alabuga.digital/

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