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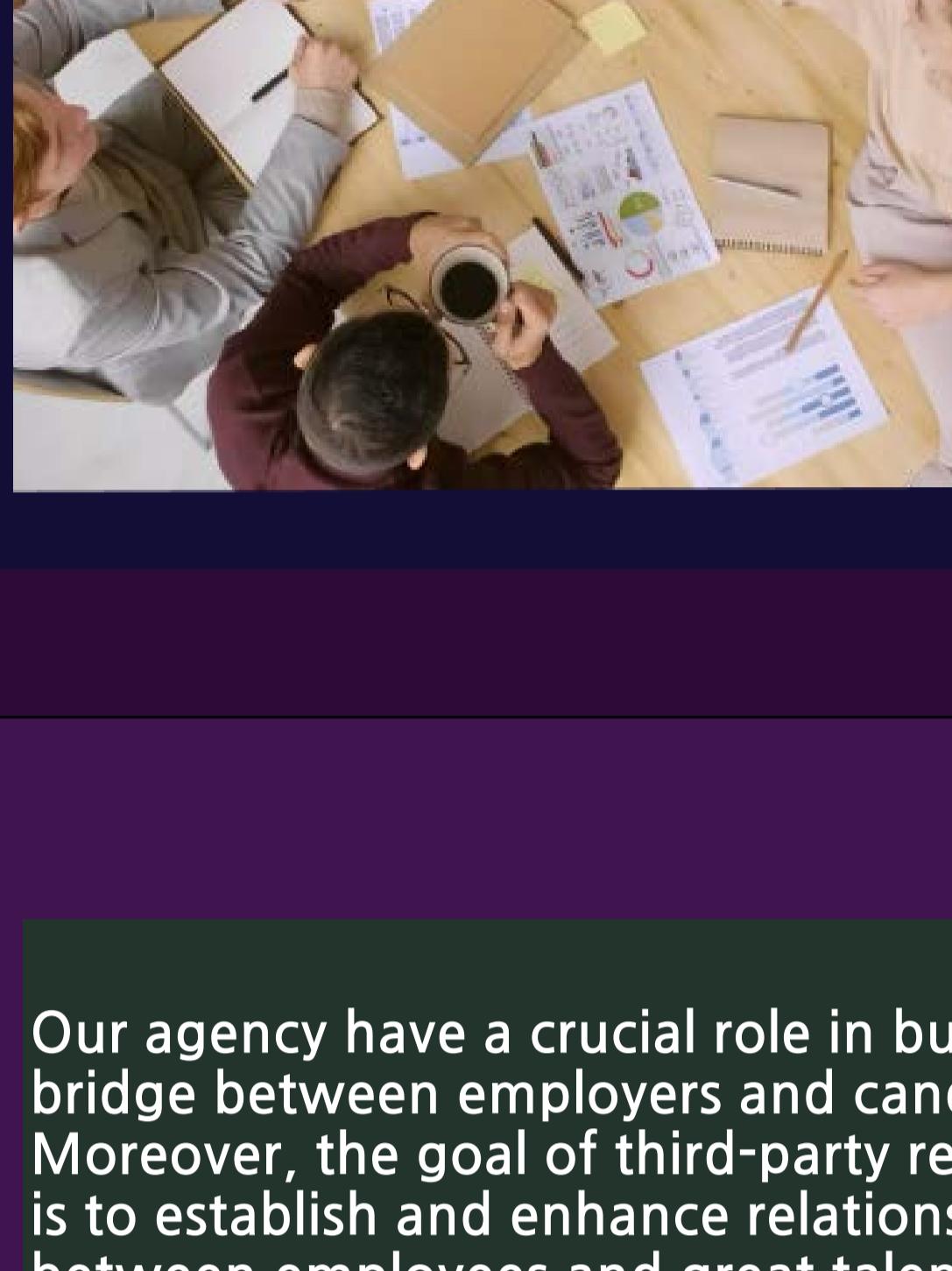
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## Nurshuak Recruitment Agency

Post a vacancy

Job seekers



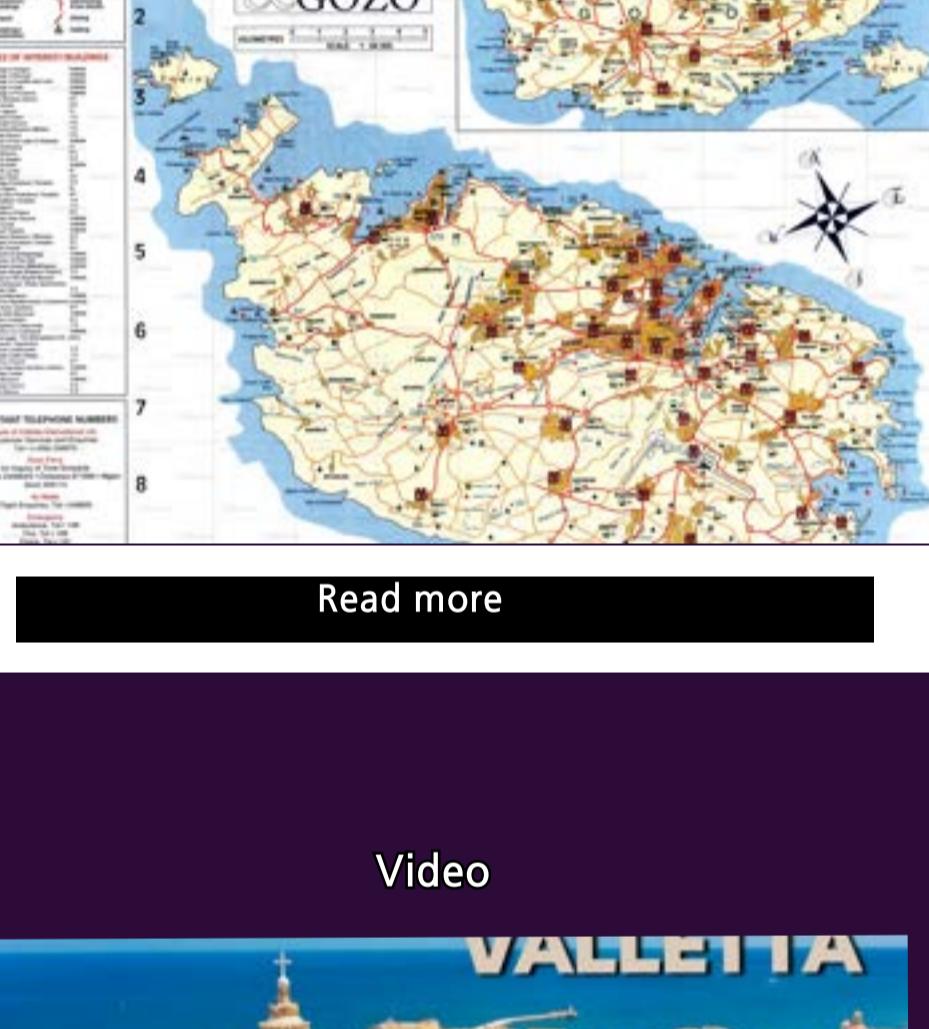
Does your company struggle to find

the perfect hires who will input their

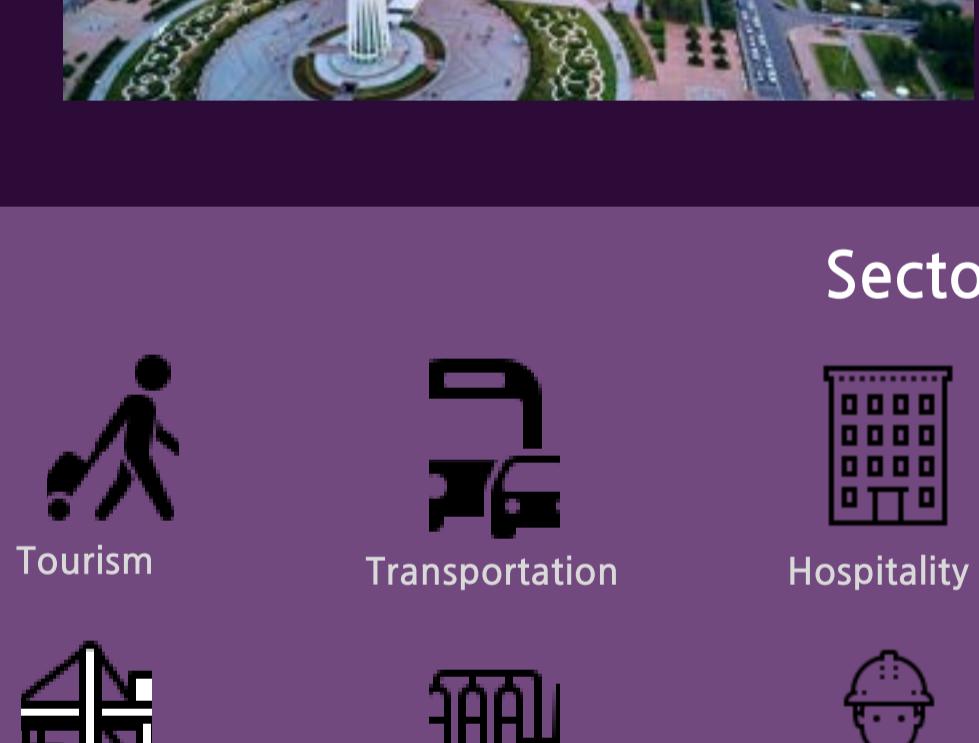
skills to elevate your business?

Fortunately, our agency can make  
the entire recruiting process for  
businesses much easier and faster,  
regardless of their types and sizes

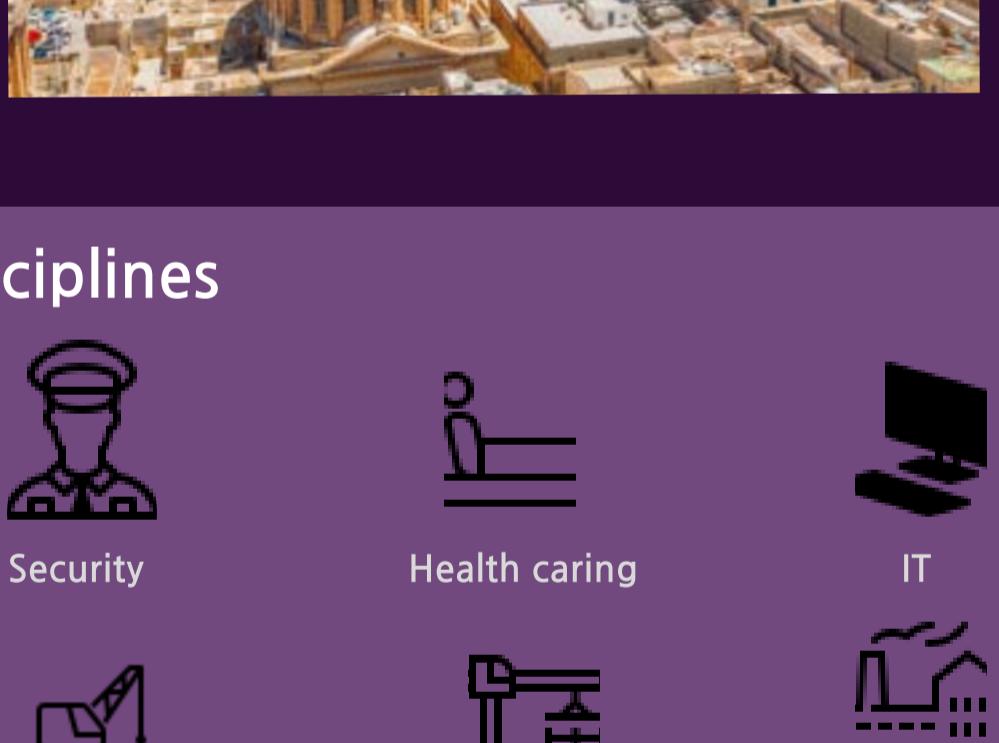
Our agency have a crucial role in building a bridge between employers and candidates. Moreover, the goal of third-party recruiters is to establish and enhance relationships between employees and great talents.



We provide employment in Malta and Kazakhstan

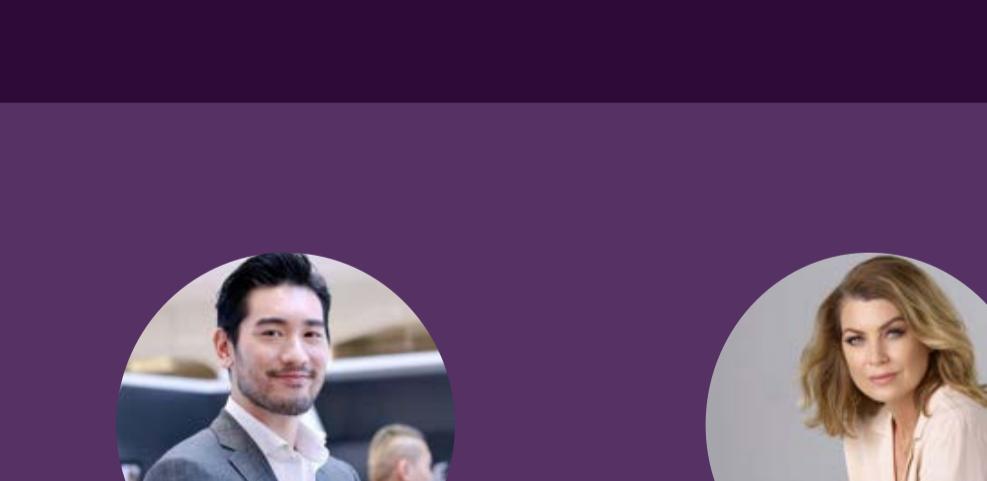


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Video

### Sectors & Disciplines



Tourism



Transportation



Hospitality



Security



Health caring



IT



Oil&Gas industry



Chemicals



Construction



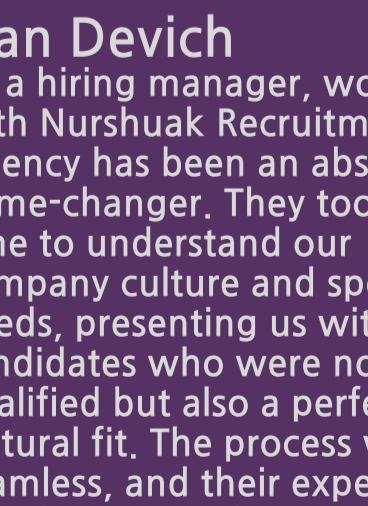
Coal Industry



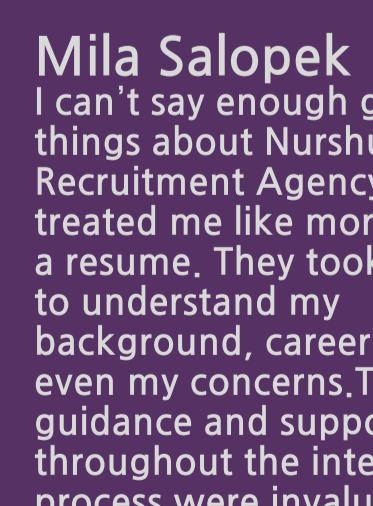
Industrial



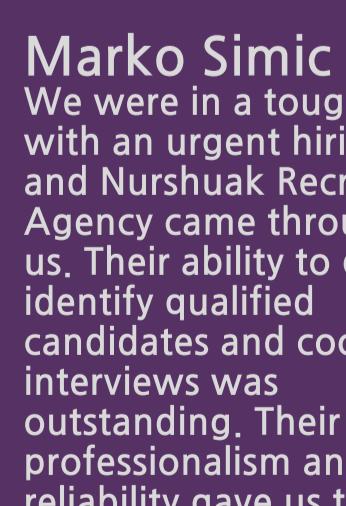
Manufacturing



**Ivan Devich**  
As a hiring manager, working with Nurshuak Recruitment Agency has been an absolute game-changer. They took the time to understand our company culture and specific needs, presenting us with candidates who were not only qualified but also a perfect cultural fit. The process was seamless, and their expertise saved us so much time and effort. We'll definitely continue partnering with them for future recruitment needs.



**Mila Salopek**  
I can't say enough great things about Nurshuak Recruitment Agency. They treated me like more than just a resume. They took the time to understand my background, career goals, and even my concerns. Their guidance and support throughout the interview process were invaluable. I felt like I had a real partner in my job search, and I'm so grateful for their help.



**Marko Simic**  
We were in a tough spot with an urgent hiring need, and Nurshuak Recruitment Agency came through for us. Their ability to quickly identify qualified candidates and coordinate interviews was outstanding. Their professionalism and reliability gave us total confidence in their services. We found an excellent new team member thanks to them. Highly recommended for any company looking for recruitment support.



**Mia Darin**  
I had an excellent experience working with Nurshuak Recruitment Agency. From start to finish, their team was professional, attentive, and genuinely invested in helping me find the perfect job opportunity. Thanks to their hard work, I landed a role which matches my experience.

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## What about Us?

Our mission is to provide an opportunity for professionals to successfully implement their knowledge and skills, and to assist our clients in the implementation of their projects by searching and selecting highly qualified personnel and forming a professional team

### Our mission

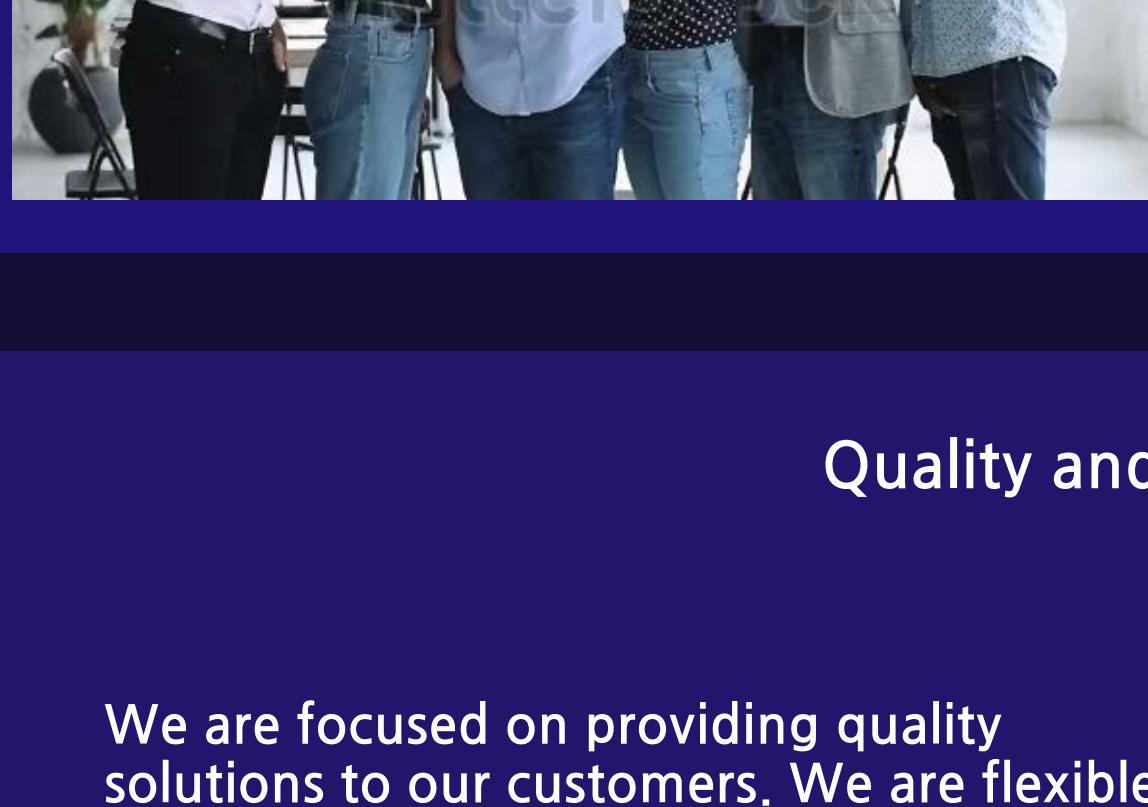
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[Post a vacancy](#)



Job seekers

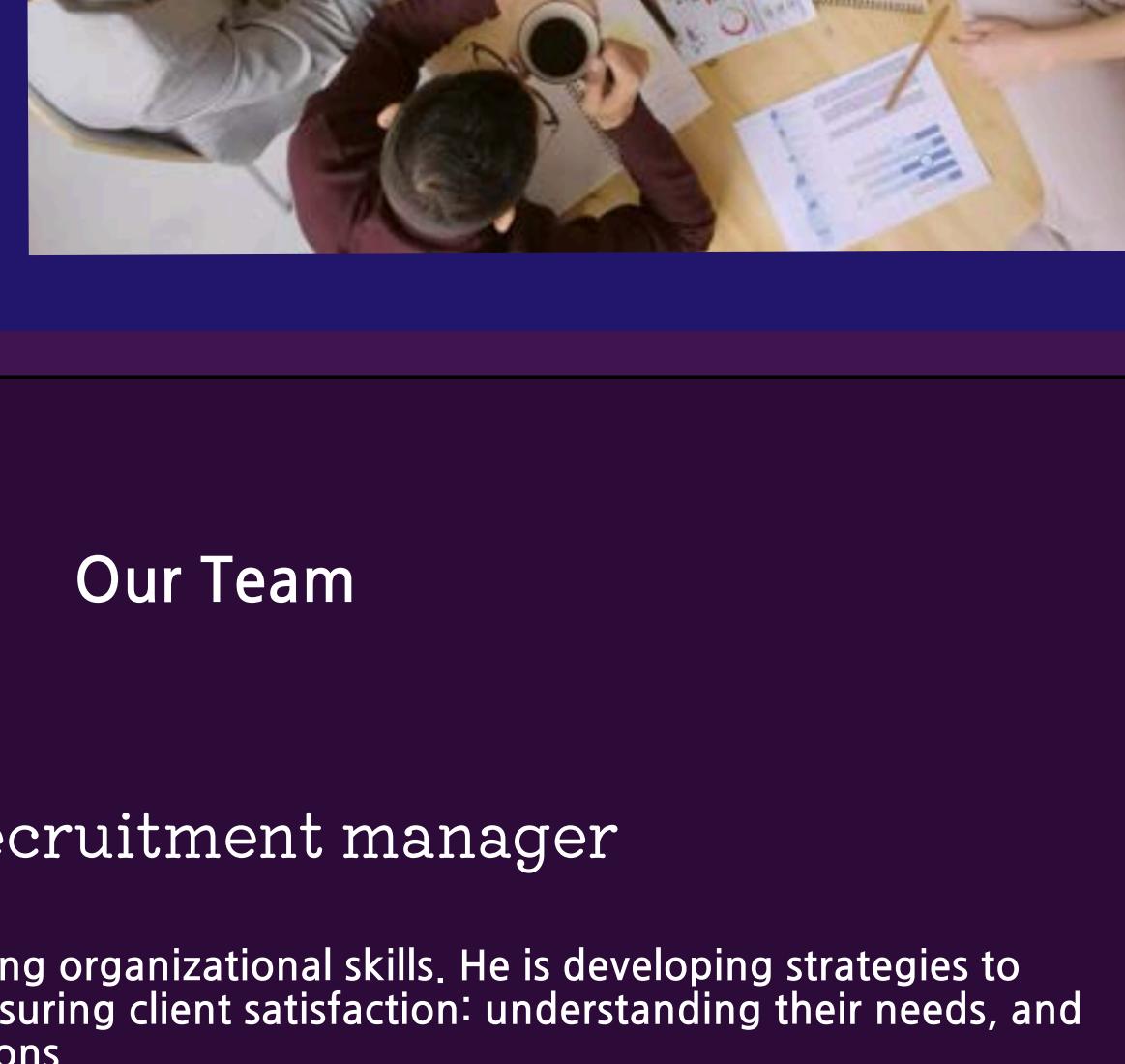
## What do we offer?



Our agency have a crucial role in building a bridge between employers and candidates. Moreover, the goal of third-party recruiters is to establish and enhance relationships between employees and great talents.

## Quality and customer relations

We are focused on providing quality solutions to our customers. We are flexible in our approach and try to adapt to the changing requirements of our customers. We strive to earn the trust and respect of our customers every day and strive to continuously improve the level and quality of services provided. We value the relationships we have with our clients and the quality of services we provide to them.



## Our Team



Kamil Bektass

### Recruitment manager

Kamil demonstrates strong organizational skills. He is developing strategies to attract top talent and ensuring client satisfaction: understanding their needs, and delivering tailored solutions.



Helena Bauer

### Recruitment coordinator

Helena is managing interviews, onboarding, and recruitment logistics. She is maintaining accurate records and tracking recruitment metrics. Familiar with industry trends and talent pipelines.



John Gruber

### Employer brand manager

John is crafting engaging job advertisements, social media posts, and employer brand materials. He is analyzing industry trends to align employer branding with talent expectations.



Kelly Madsen

### Staffing Specialists

Helena is understanding client needs and providing tailored staffing solutions. She is Ensuring adherence to labor laws and company policies during hiring. Assisting clients with short-term and long-term staffing strategies.

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**SERVICES**

We provide the highest quality service, which is confirmed by the fact that most of our clients and employees have been working with us for many years. Our company helps job seekers find their dream job by implementing effective strategies. On the other hand, they help other companies find suitable candidates.

**Post a vacancy**      **Job seekers**

## Sectors & Disciplines



Tourism



Transportation



Hospitality



Security



Health caring



IT



Oil&Gas industry



Chemicals



Construction



Coal Industry



Industrial



Manufacturing

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### Industrial&Manufacturing

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## Legalization

Malta operates a mixed system when it comes to Malta work permits. The basis for obtaining a permit lies in your country of origin and the intended period of stay in Malta. As a Canadian looking to work in Malta, it's essential to familiarize yourself with the various types of work permits available to non-EU nationals. Obtaining a Malta work visa application online requires meticulous attention to detail and a thorough understanding of the prerequisites. Before starting the application process, please familiarize yourself with the different types of work visas available, such as the Temporary Employment License (TEL) and the Highly Qualified Persons (HQP) Scheme, as each has specific conditions and benefits.

With vast experience in various legal matters, our employment lawyers in Malta can advise you on employment-related issues.

### What is a Work Permit in Kazakhstan?

A work permit in Kazakhstan is an official document that allows foreign nationals to legally reside and work in the country. It enables them to enter into employment agreements and pursue jobs in various sectors across Kazakhstan.

### How Long Does It Take to Obtain a Work Permit?

The process of obtaining a work permit in Kazakhstan typically takes around one month, provided all necessary documents are submitted on time. Both the employer and employee are responsible for providing the required documentation. The process includes submitting application forms, translating and notarizing personal documents, and completing the C3 visa procedure if necessary. The timeline can vary based on how quickly the employer and employee submit the necessary documents.

### Required Documents for a Work Permit Application

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# NEWS



**May 2024**  
**Agency Recruitment Market Updates**

[www.Dandanzhu.com](http://www.Dandanzhu.com)

**Agency Recruitment Market Updates May 2024**

Dandan Zhu  
Headhunter for Headhunters & Agency Recruitment Salespeople, STR RE Investor  
Опубликовано 1 мая 2024 г.

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**How do recruitment agencies work?**  
Finding a job isn't always an easy process... But whatever stage you're at in your career

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**Recruiter Intentions vs. Job Seeker Realities - By the Numbers**  
Though 2024 is only about halfway over, I think most of us can agree that this year has been anything but predictable.

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Sowelo Consulting is a well-known IT recruitment agency based in Krakow, Poland...

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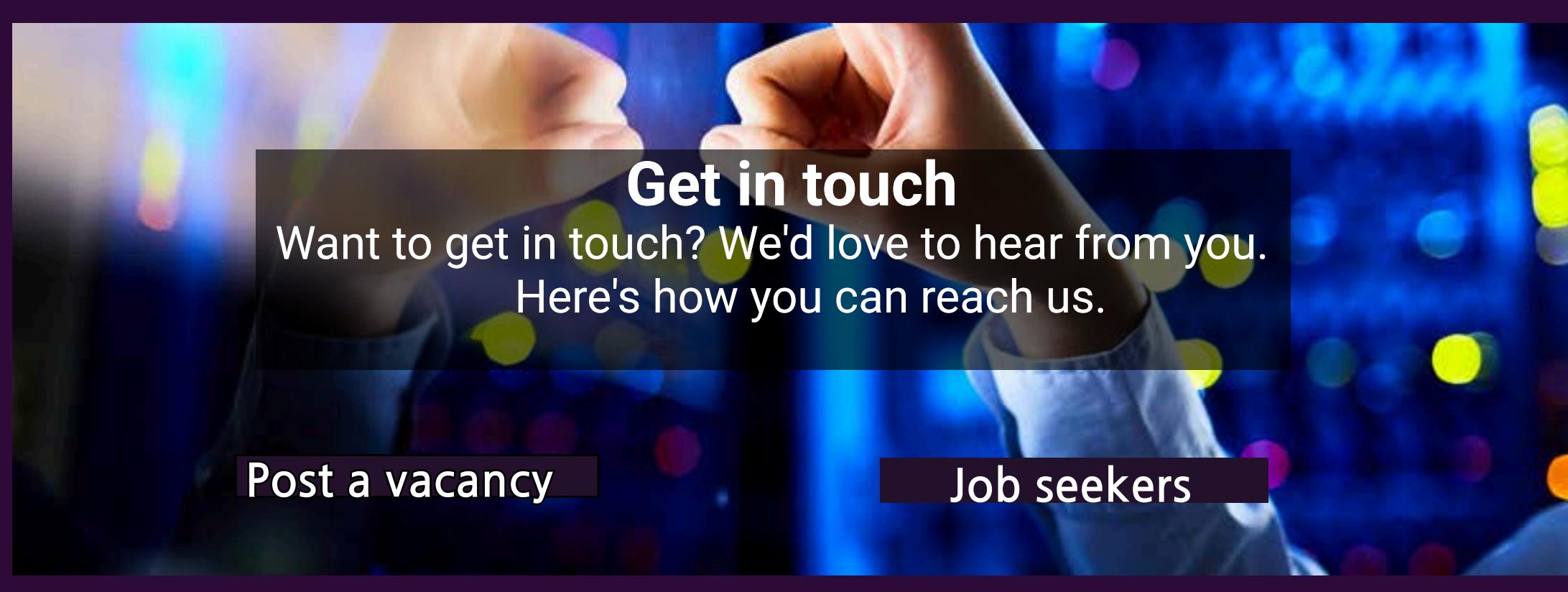




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How do recruitment agencies work  
Opening and Closing hours of our office

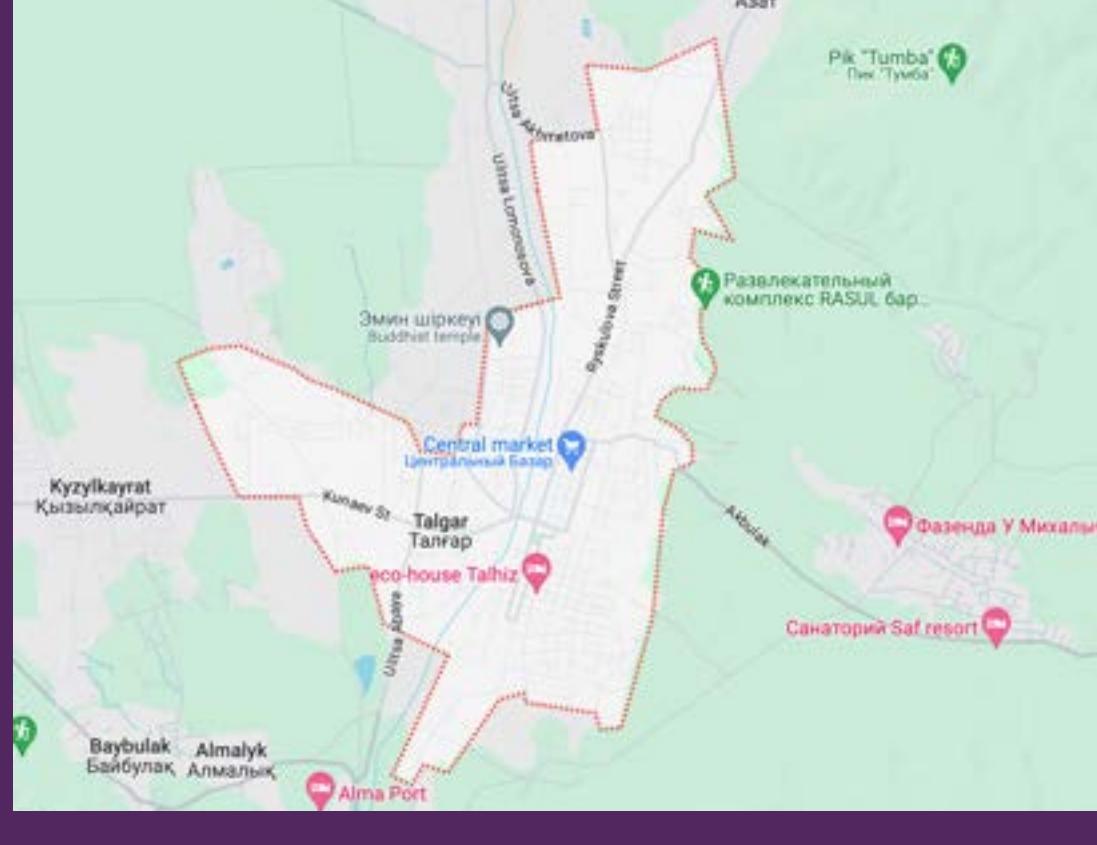


Alternative contact details are listed below  
Should you need any further information,  
please do not hesitate to contact me

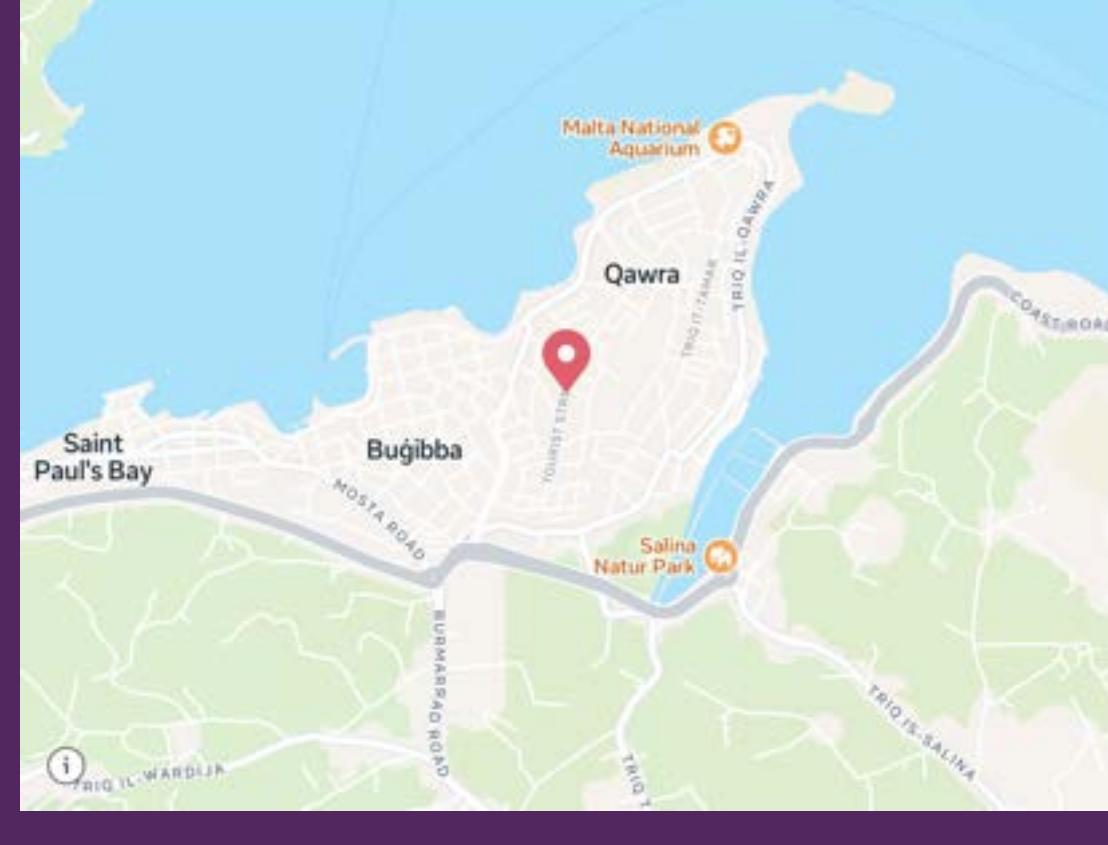
Monday: 9a.m.-18p.m.  
Tuesday: 9a.m.-18p.m.  
Wednesday: 9a.m.-18p.m.  
Thursday: 9a.m.-18p.m.  
Friday: 9a.m.-18p.m.  
Saturday: 9a.m.-14p.m.  
Sunday: OFF

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Connect with our office in Kazakhstan



Connect with our office in Malta



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Travel Assistant

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Stage International Travel Retail

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Travel Agent - Amadeus Specialist

Reed more

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Travel Service Technician

Reed more

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Business Manager

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Expert

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# Customer Care Travel Expert

We are seeking a talented and enthusiastic travel agent to join our dynamic team. As a travel agent, you will provide expert advice and booking assistance to our customers, including planning travel itineraries, booking flights, and arranging hotel stays.

## Job responsibilities:

- Provide excellent customer service to clients and assist them in planning their travel itineraries
- Research and arrange travel accommodations, including flights, hotels, car rentals, and other activities
- Offer expert travel advice and recommendations based on customer budgets, preferences, and travel goals
- Use booking software and other tools to process travel reservations and manage customer accounts
- Collaborate with other travel agents and team members to ensure seamless booking experiences for customers
- Stay up-to-date on travel industry developments, trends, and regulations

## Requirements:

- Must have prior experience working as a travel agent or in a related role
- Exceptional communication skills and customer service orientation
- Proficient with booking software tools and platforms
- Must have the ability to work independently, manage multiple tasks, and problem-solve effectively
- Strong attention to detail and organizational skills
- Ability to work flexible hours and weekends may be required

## Benefits:

- Get exclusive access to heavily discounted rates for various services and amenities including flights, accommodations, cruises, event tickets, car rentals, tours, and more!
- Collaborate with top-tier vendors such as Disney, Sandals, Riu Resorts, Karisma, Royal Caribbean, Carnival, Norwegian, Princess, Virgin Voyages, and many others for exceptional deals and experiences.
- Enjoy over 400 business tax deductions that can help reduce your overall expenses.
- Benefit from comprehensive training that will equip you with the necessary skills and knowledge to maximize your savings.
- Earn a free cruise for two lasting between 3 to 30 days upon finishing the cruise training.

This is a fully remote 1099 position with an opportunity to own your own business with a sales-driven pay structure and reward-based earnings that offers a flexible schedule with no prior experience required. You'll receive full training and a travel agent certification, along with E&O insurance with fraud protection. A free personal business website is also included.

If you are a dedicated individual with a passion for travel and a commitment to providing outstanding service to clients, we encourage you to apply for this exciting position.

## Required Documents for a Work Permit Application

### For Foreign Nationals:

To qualify for a work permit in Kazakhstan, foreign nationals must provide:

- University degree with an apostille or legalization mark.
- Passport copy (photo page).
- CV for work experience verification.
- Education and experience that align with the job title.

### For Employers:

Employers must submit the following:

- Charter documents (registration certificate, charter).
- Proposed job title and duties for the foreign national.
- Staff schedule showing the ratio of foreign to local employees.
- Details on current and future projects.
- Business plans.

-Certain job categories have specific requirements for the local-to-foreign employee ratio:

1st and 2nd category employees: At least 70% locals.

3rd and 4th category employees: At least 90% locals.

### What If the Foreign National Does Not Have a University Degree?

Kazakhstan has amended its legislation to attract highly qualified foreign specialists. However, for 1st and 2nd category

positions (managerial roles), it may be challenging to obtain a work permit without a university degree. For 3rd and 4th category

roles, vocational education may suffice. Higher qualifications generally make the work permit process easier and reduce

government fees.

### Work Permit Process: Step-by-Step

1. Analyze and review the foreign national's qualifications.
2. Choose a job title that matches the specialist's background.
3. Begin the work authorization process.
4. Translate and notarize personal documents.
5. Submit application forms and register on the e-license portal.
6. Labor Department review.
7. Committee evaluation.
8. Receive notification of approval or rejection.
9. Pay the government fee within 10 business days.
10. Obtain the work permit.

### Post-Work Permit Procedures

After receiving a work permit, additional steps include: -C3 visa processing or Temporary Residence Permit (TRP).

-Registering for an IIN in Kazakhstan.

-Submitting arrival notifications.

-Filing monthly reports.

-Renewing the work permit as needed.

-Briefing foreign employees on Migration Authority requirements.

### Potential Issues in the Work Permit Process

Several red flags can complicate the work permit process:

-Limited quota availability.

-Lack of university or college degrees.

-Absence of legalization or apostille marks.

-Mismatched qualifications and job titles.

-No sponsoring entity registered in Kazakhstan.

-Failure to meet the local employee ratio.

### Can Dependents Accompany the Foreign Specialist?

Yes, dependents such as a spouse and children under 18 can accompany the foreign specialist. They will require additional

documents, including birth and marriage certificates with legalization or apostille marks, to obtain a C3 visa.

### Is It Possible to Work in Different Cities with One Work Permit?

A work permit is valid only in the city where it was issued. Employers can send foreign nationals on business trips to other regions,

but the total number of days per calendar year should not exceed 90. For longer stays, a new work permit is required for that region.

### Can a Foreign National Hold Multiple Jobs or Positions?

Yes, a foreign national can work in multiple companies or hold multiple positions within the same company, but separate work

permits must be obtained for each job or position.

### Are There Any Privileges Based on Citizenship?

Citizenship does not typically affect the work authorization process in Kazakhstan. However, citizens of the

Eurasian Economic Union

(EEAU) countries—Russia, Belarus, Armenia, and Kyrgyzstan—do not need a work permit and can apply for a

Temporary Residence

Permit (TRP) instead.

### What Are the Costs Associated with Obtaining a Work Permit?

The government fee for a work permit varies based on the job title and business activity. In 2022, the fee ranged from 137 MCI

(approximately 419,631 KZT) to 250 MCI (around 765,750 KZT). An additional consular fee for the visa, typically

30 MCI

(91,890 KZT), is also required.

### What Are the Risks If a Foreign National's Job Title Does Not Match the Work Permit?

It is crucial that the job title in the work permit matches the actual position held by the foreign national.

Discrepancies can result in

fines and the cancellation of the work permit. The penalties are significant, especially for large businesses, and

increase if the

violation occurs multiple times within a calendar year.

### Are There Penalties for Working Without a Work Permit?

Yes, significant penalties apply if a foreign national works without a valid work permit. The fines vary depending

on the business size and the specific violation, ranging from 30 MCI for individuals to 1,000 MCI for large businesses.

### Can Foreign Nationals Work in Kazakhstan Without a Work Permit?

While there are standard procedures for obtaining a work permit, there are also exemptions and special visa

categories that may

allow certain foreign nationals to work in Kazakhstan without a permit

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# Job Seekers

Please fill the Form

## Personal Details

First Name

Surname

Age group

- 18-22
- 23-28
- 29-35
- 36-45
- 45+

Gender

Please select a gender



Current Nationality

Birth Nationality

Country of Birth

What country are you located in?

Personal Email address

Phone number of country where you are located in

Prefix

Required Field-Insert your country prefix number e.g. prefix for Malta is 356

Local Phone Number( Maltese number or Kazakh number)

Job Applying For

Please select a Sectors&Disiplines



Upload Your CV

Choose File

Cancel

Submit

# Post a vacancy

## Please fill the Form

### Personal Details

Name

Surname

Your position

Business Structure

LLC ▼

Please describe what your company does?

What country are you located in?

Business email

Phone number

Please add the website link or social media of your company

Cancel

Submit