

Emumba: Referral Incentive

Emumba is continuously looking to add quality players to the team. If you know somebody who can be a good fit for Emumba, we highly encourage you to refer them to us.

The hiring referral policy seeks to broaden the hiring medium with the support of all company employees in finding suitable candidates for open positions in the form of referrals.

The referral policy is open for all verticals and positions in the company.

Guidelines for employee referrals

- The policy applies to all the employees, full-time or part-time working with Emumba.
- The candidates referred against this policy should have relevant work experience.
- Your job is to IDENTIFY the potential candidates and refer them to us. We will take care of the rest of the conversation with them.
- Referral bonuses do not apply to individuals who have previously approached the company, or are already a part of the hiring pipeline.
- Referral bonus will be transferred once the referred candidate joins Emumba.
- Referral bonus will be paid along with the employee's salary.

Payout matrix

An employee whose referred candidate is hired for a **Mid Level** position will be awarded with a referral bonus of **PKR 50,000/-**, while employees whose referred candidate is hired for a **Senior Level** position will be awarded with a referral bonus of **PKR 100,000/-**.

Candidate Profile	Referral Bonus
Mid-level	PKR 50,000/-
Senior	PKR 100,000/-