**IT employer criteria appeal for the jobseeker**

**Assessment criteria**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **№** | **Criteria** | **Three choices for the answer** | [**Score**](https://context.reverso.net/%D0%BF%D0%B5%D1%80%D0%B5%D0%B2%D0%BE%D0%B4/%D0%B0%D0%BD%D0%B3%D0%BB%D0%B8%D0%B9%D1%81%D0%BA%D0%B8%D0%B9-%D1%80%D1%83%D1%81%D1%81%D0%BA%D0%B8%D0%B9/in+scores+on+the+Test) | [**Importance of**](https://context.reverso.net/%D0%BF%D0%B5%D1%80%D0%B5%D0%B2%D0%BE%D0%B4/%D0%B0%D0%BD%D0%B3%D0%BB%D0%B8%D0%B9%D1%81%D0%BA%D0%B8%D0%B9-%D1%80%D1%83%D1%81%D1%81%D0%BA%D0%B8%D0%B9/importance+of) **criteria** | [**Total score**](https://context.reverso.net/%D0%BF%D0%B5%D1%80%D0%B5%D0%B2%D0%BE%D0%B4/%D0%B0%D0%BD%D0%B3%D0%BB%D0%B8%D0%B9%D1%81%D0%BA%D0%B8%D0%B9-%D1%80%D1%83%D1%81%D1%81%D0%BA%D0%B8%D0%B9/Total+score) |
| **1** | **Compensation:** | | | **40** |  |
| 1.1 | Salary | Above average on the market | 1 | 25 | 25 |
| Corresponds to the average on the market | 0,5 | 12,5 |
| Below average on the market | 0 | 0 |
| 1.2 | Bonus system | Advanced | 1 | 10 | 10 |
| Weak | 0,5 | 5 |
| Lack of bonus system | 0 | 0 |
| 1.3 | Vacations and sick leaves | Paid in full | 1 | 5 | 5 |
| Paid partly | 0,5 | 2,5 |
| [Are not paid](https://context.reverso.net/%D0%BF%D0%B5%D1%80%D0%B5%D0%B2%D0%BE%D0%B4/%D0%B0%D0%BD%D0%B3%D0%BB%D0%B8%D0%B9%D1%81%D0%BA%D0%B8%D0%B9-%D1%80%D1%83%D1%81%D1%81%D0%BA%D0%B8%D0%B9/are+not+paid) | 0 | 0 |
| **2** | **Professional Development:** | | | **40** |  |
| 2.1 | Project | Long-term projects, mainly for large foreign customers, transfers between projects, bench | 1 | 12 | 12 |
| Long-term project, the possibility of involvement in other projects | 0,5 | 6 |
| Short-term project, lack of possibility for involvement in other projects | 0 | 0 |
| 2.2 | Technology | The project uses “hot” technologies | 1 | 10 | 10 |
| The project uses common technologies | 0,5 | 5 |
| The project uses "outdated" technology | 0 | 0 |
| 2.3 | Team | Formed team, specialists with a high level of experience and competence | 1 | 8 | 8 |
| Formed team, specialists with different levels of experience and competence | 0,5 | 4 |
| The team is in the process of formation, there is no information about competence and experience of specialists | 0 | 0 |
| 2.4 | Competency development program | Programs and development plans, trainings, workshops, certification | 1 | 6 | 6 |
| Trainings, workshops | 0,5 | 3 |
| Not provided for | 0 | 0 |
| 2.5 | Foreign languages | Foreign languages classes and communication with native speakers | 1 | 4 | 4 |
| Foreign languages classes | 0,5 | 2 |
| Not provided for | 0 | 0 |
| **3** | **Benefits:** | |  | **20** |  |
| 3.1 | Place of work | At the choice of employee: remotely / in the office | 1 | 4 | 4 |
| In the office | 0,5 | 2 |
| Different offices / frequent business trips / work on the clients side | 0 | 0 |
| 3.2 | Work schedule | Flexible | 1 | 4 | 4 |
| Fixed | 0,5 | 2 |
| [Long](https://context.reverso.net/%D0%BF%D0%B5%D1%80%D0%B5%D0%B2%D0%BE%D0%B4/%D0%B0%D0%BD%D0%B3%D0%BB%D0%B8%D0%B9%D1%81%D0%BA%D0%B8%D0%B9-%D1%80%D1%83%D1%81%D1%81%D0%BA%D0%B8%D0%B9/long) hours, overtime | 0 | 0 |
| 3.3 | Insurance | Advanced insurance program | 1 | 4 | 4 |
| Provided in some cases | 0,5 | 2 |
| Not provided for | 0 | 0 |
| 3.4 | Food | Free lunch, fruit and drink | 1 | 2 | 2 |
| Free fruit and drink | 0,5 | 1 |
| Not provided for | 0 | 0 |
| 3.5 | Subscriptions to sports clubs | Provided for | 1 | 2 | 2 |
| Provided in some cases | 0,5 | 1 |
| Not provided for | 0 | 0 |
| 3.6 | Office location | Close | 1 | 2 | 2 |
| Not far | 0,5 | 1 |
| Uncomfortable | 0 | 0 |
| 3.7 | [Parking](https://context.reverso.net/%D0%BF%D0%B5%D1%80%D0%B5%D0%B2%D0%BE%D0%B4/%D0%B0%D0%BD%D0%B3%D0%BB%D0%B8%D0%B9%D1%81%D0%BA%D0%B8%D0%B9-%D1%80%D1%83%D1%81%D1%81%D0%BA%D0%B8%D0%B9/Parking) | Guaranteed | 1 | 1 | 1 |
| Possible in some cases | 0,5 | 0,5 |
| [There is no parking](https://context.reverso.net/%D0%BF%D0%B5%D1%80%D0%B5%D0%B2%D0%BE%D0%B4/%D0%B0%D0%BD%D0%B3%D0%BB%D0%B8%D0%B9%D1%81%D0%BA%D0%B8%D0%B9-%D1%80%D1%83%D1%81%D1%81%D0%BA%D0%B8%D0%B9/There+is+no+parking) | 0 | 0 |
| 3.8 | Corporate events | Held regularly | 1 | 1 | 1 |
| Held rarely | 0,5 | 0,5 |
| Not held | 0 | 0 |
| **Total:** | | |  | **100** |  |

**The levels of appeal and tips for the jobseeker**

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| --- | --- | --- | --- |
| **№** | [**Total score**](https://context.reverso.net/%D0%BF%D0%B5%D1%80%D0%B5%D0%B2%D0%BE%D0%B4/%D0%B0%D0%BD%D0%B3%D0%BB%D0%B8%D0%B9%D1%81%D0%BA%D0%B8%D0%B9-%D1%80%D1%83%D1%81%D1%81%D0%BA%D0%B8%D0%B9/Total+score) | **The level of attractiveness of employer** | **Tips for the jobseeker** |
| 1 | [80…100] | High | Accept the employer's offer if it is better than other current ones. |
| 2 | [40…80) | Medium | Consider the employer's offer along with the offers of other employers, accept the offer if it is better than other current ones. |
| 3 | [0…40) | Low | Ignore the employer's offer or accept it in case you need to acquire the necessary experience and develop the desired competencies. |