



Al-Danoc Gulf Construction & Petroleum Oil & Gas LLC Company (Al-Danoc Gulf)

**Address: Al-Sada Street -Al Danah - Zone 1 -Abu Dhabi-
United Arab Emirates..**

E-mail: career@aldanocgulf.com | aldanocgulfgroup@gmail.com

Phone: Tel: +971554091567 | Website: www.aldanocgulf.com

JOB REFERENCE NUMBER: [ACPLC/50883/CACN/204](#) Date: 12/04/2024

TERMS OF EMPLOYMENT

Name of the Employee: VAIBHAV ROHAAN

EXECUTIVE SUMMARY: After the evaluation of your Resume, Job Application, Screening and verification of information presented and other relevant data, we found you qualified to work with our Team, Hence, **Al-Danoc Gulf Construction And Petroleum Oil & Gas LLC Company (Al-Danoc Gulf)** seek to employ your services as an expatriate for the provision of expatriate services as stipulated in the following acts in this document. This document embodies the approved Terms and Conditions as following.

JOB TITLE: SOFTWARE DEVELOPER (BACK-END)

1.0 RESUMPTION DATE: You would be expected to resume work on **12TH MAY, 2024.** (Flexible/Can be extended).

Prior to resumption as inscribed above, you shall be expected to start your job processes by acquiring and procuring your necessary UAE Employment Visa/Resident Permit and atit's earliest acquisition. you will receive all your due entitlements/ emolumentsprior to resumption of duty to enable you settle all domestic necessities before embarking on project trip and avoidance of excuses leading to delays on your side.

2.0 CONSULTING PERSONNEL: You shall be expected to work/lead a team of prime experienced personnels with the mandate to provide excellent services.

3.0 ENTITLEMENTS: All salary and expense figures shall be in (AED/USD) equivalent depending on employee home country and salary preference, (except where employee prefers currency on his/her local/home currency).click on www.xe.com for your currency conversion.

4.0 SALARY: AED 12,500 (Twelve Thousand, Five Hundred Emirati Dirhams, Monthly Salary). Work time shall be 40 hours work/week for the Twenty Four (24) month contract term as such employee shall also be entitled to over-time allowance if employee worktime exceeds the official stipulated hours. Salary shall also be liable to increments with time and employees' official promotions and position in service.

4.1 EXPENSES: It is understood that the employee will incur expenses to get his/her valid UAE Residence/Work Permit while the **Al-Danoc Gulf Construction And Petroleum Oil & Gas LLC Company (Al-Danoc Gulf)** shall make the required arrangements of employee's free flight ticket and Visa and reimburse employee for any other moving expenses after he/she presents an expense report and itemized account of expenditures pursuant to **Al-Danoc Gulf Construction And Petroleum Oil & Gas LLC Company (Al-Danoc Gulf)** and will be reimbursed not later than Five (5) working days after submission of employee's expense report and receipts.

5.0 ACCOMODATION: First class accommodations will be provided for employee. Accommodation shall be of first class international standard same as accommodates **Al-Danoc Gulf Construction And Petroleum Oil & Gas LLC Company (Al-Danoc Gulf)** expatriate senior and management staff. Employer shall also pay for and provide complete meals for employee (Family) as deem appropriate for period of contract.

5.1 TRAVEL: AED12,000.00 flat rate travel/entertainment allowance shall be paid to employee by employer for each intercontinental trip. Travel shall be by business class/first class.

However for the purpose of commencement, the cost of travel ticket shall be paid in addition to travel/entertainment allowance. Cost shall be substantiated and shall be the rate charged at the Period/time of purchase. Employer shall also take care of employees' travel ticket including that of employees' family only on employees' early notification to employer that he /she is coming with their family and as shall be requested by employee.

5.2 MEALS: This will be taken care of by us (employer) **Al-Danoc Gulf**.

5.3 MOVING EXPENSES: You shall be required to furnish us with your valid UAE Employment Visa/Resident Permit on or before the **26th APRIL, 2024** due time as stipulated above for your job documentations with the **Al-Danoc Gulf** you will receive your first One month salary upfront including your due entitlements/emoluments prior upon your arrival for services with our team here in UAE.

The employee will be reimbursed by the employer for reasonable moving expense incurred only as a result of relocation or early termination of leases, storage charges; procurement of travel documents, immunizations etc. Reimbursements shall be paid not more than five (5) Working days from submission of report/and receipts as proof of payments.

5.4 MEDICAL EXPENSES:Employer will provide the employee with comprehensive health care for the term of contract, and follow-on care for injuries suffered during the term of contract for employee and family.

5.5 OTHER ALLOWANCES AND/OR BENEFITS:This shall be provided for as deemed appropriate, and will be paid by employer. Quality single or family housing in the staff quarters. Personal effects shipment and excess baggage allowances. Free medical care for you and your family and 100% Educational Assistance for employee children(2-18yrs) for contract duration.

5.6 VACATION:Employees' shall be authorized to take two times vacation during the term of the contract, to be used at the employee's discretion after duly informing and receiving approval from employer's management.

Employer Will pay for travel expenses (i.e. flight tickets) and flat Rate travel allowance of AED12,000.00.

6.0 MOBILIZATIONS:The first One month salary shall be paid on assumption of duty. This is to enable you settle all domestic needs in your country. As such no excuses will be entertained on assumption of duty relating to default. All payment of Salary after assumption of duty shall be 100% paid into a UAE account to be provided by employee. This is in line with the UAE expatriate financial statutory laws. Expatriate shall also be liable to pay 1% of salary as withholding tax to the relevant authority.

6.1 COMPANY CAR

Al-Moore Gulf Group will provide a private car for employee and sponsor the insurance of the car/health insurance and employer will take charge of the maintenance (car).

7.0 JOB PROCESSING/ PROCEEDINGS:All employees successfully screened and hired for **Al-Danoc Gulf** shall be required to furnish us with a valid Copy of your **UAE WORK/RESIDENT PERMIT VISA** on or before **26th APRIL, 2024** as a proof of readiness to join our team in the due time as stipulated above for your job resumption with the **Al- Danoc Gulf Construction And Petroleum Oil & Gas LLC Company (Al-Danoc Gulf)**

However, for expatriate services, employees who do not presently have their valid UAE Employment Visa/Resident Permit, should urgently contact with the address given below for directives and assistance on the acquisition and procurement of their valid UAE Employment Visa and Resident Permit as follows:

WORLDLEC TRAVELS UAE

Contact Person: (Mr. Dutton Lee)-Work Permit Visa Processing Officer

Phone : (+97155 676 4872)

Email: contactus@worldlectravel.com

website: www.worldlectravel.com

Address: 365 Yas Island - Ansam project - Abu Dhabi - United Arab Emirates.

Note that all UAE based employees' are to report personally to our office with identification materials for signing and collection of hard copy of their contract documents. This is in line with the expatriate statutory law of UAE.

Hence any expenses incurred by employee during the processing of the documents shall be REFUNDED to you within Five (5) working days of concluding all process with Ministry of Labour and UAE local Immigration department.

8.0 OFFICE ASSETS TO BE PROVIDED BY EMPLOYER: Laptop computer/desk top with full time Internet access is also made available, employer will provide each employee with one (1) landline and one (1) mobile telephone; this shall have a reasonable credit limit application per month.

9.0 PROBATION PERIOD: First Three (3) months of your work contract is considered as probation period and cannot be terminated by employer or employee.

10.0 TERMINATION: Termination without cause either party may terminate this agreement without cause upon (30) days prior written notice to the other, Termination for cause either party may terminate this agreement for cause if the other party repeatedly defaults in the performance of its obligations and has not remedied such default within 30 days of receipt of a default notice specifying the default and the intention to terminate.

11.0 FORCE MAJEURE: Neither party shall be responsible for any damages, delay in performance if caused by any act or occurrence beyond its reasonable control such as embargoes, changes in government regulations or requirements (executive, legislative, judicial, military or otherwise), acts of war or terrorism, power failure, electrical surges or current fluctuations, lightning, earthquake, flood, the elements or other forces of nature, delays or failures of transportation, or acts, Without limitation, neither employee nor practice shall be responsible for any interruption in services caused by an interruption in or failure of Internet services. employee recognizes that any such Internet or network outage if lasting more than a single 10 hour work shift may, if practice scheduling allows, be credited against employee 's vacation time or may otherwise result in a prorated reduction in the contract minimum cash payment to the employee.

12.0 CONSEQUENCES OF TERMINATION: Return of property and confidential information in the event of termination for any reason, employee shall return to employer all property and confidential information, employee shall immediately cease using any passwords or other information provided by employer for access to practice's or practice client's information systems.

13.0 AMENDMENT: This agreement may be amended only if mutually written and signed by both parties.

14.0 SAFETY & SECURITY: Safety and security of personnel (Local/Foreign) and facilities on job locations and communities are no small issues, and have been seriously considered to ensure and assure hitch free operations.

15.0 ADDITIONAL SERVICES & CONFIRMED EMPLOYEE: Recreational/sports facilities shall also be made available at the disposal of all expatriates with no expenses to be incurred, laundry and dry cleaning service will also be made available to all expatriates by **Al-Danoc Gulf's** laundry and dry cleaning unit. Any foreign expatriate newly hired to join our team are mandated to obtain valid **UAE Work & Permit Residence Visa** for joining with our team as stipulated above for your Job resumption, and a privilege to your acceptance, comply with applicable policies.

16.0 CONTRACT UNDERSTANDING: Note: Resumption can be extended as stipulated on the contract agreement with your visa in-process documents with **WORLDLEC TRAVELS UAE** as a proof of your readiness to join our team and all UAE based employees' are to report personally to our office with identification materials for signing and collection of hard copy of their contract documents. This is in line with the expatriate statutory law of UAE. As per our Management policy at least one (1) month notification is needed to end contract.

17.0 CONTRACT: This is with effect from **12TH MAY, 2024. (Can be Extended)** when the contractor/ consultant assumes duty.

Congratulations on your success.


khalid Faheem
Chief Executive Officer

Best Wishes,

Mr. James Philip

Human Resource Manager

Phone: +971554091567

E mail: career@aldanocgulf.com / aldanocgulfgroup@gmail.com

FILL AND SIGN BELOW AS ACCEPTANCE TO THIS JOB OFFER AND EMAIL IT BACK TO US.

EMPLOYEE SIGN



ADDRESS..... Flat-9, GH-76, Sector-20, Panchkula,
Haryana, India

MOBILE NUMBER..... +91 8053378224

PASSPORT NUMBER..... X8521339



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