



Information for Nursing Professionals

Indo-Jobs GmbH – Your Pathway from India to Germany | Please read before signing any contract

■ **IMPORTANT:** Read this brochure carefully before signing. You have the right to independent legal advice at any time.

Company:	Indo-Jobs GmbH, Frankenstraße 3, 97422 Schweinfurt, Germany
Managing Director:	Dr. Martin Lenhardt (long-established physician)
Contact:	info@indo-jobs.de · www.indo-jobs.de
Quality Seal:	RAL Quality Seal “Faire Anwerbung Pflege Deutschland” (RAL GZ 912)
Training Partner:	Theresian Academy (TAIL Global), Aluva, Kerala, India
Pastoral Support:	Fr. Augustin Thomas Perambakathu, Diocese of Würzburg
Complaints:	beschwerde@indo-jobs.de · www.indo-jobs.de/#beschwerde

1 Zero Costs for You – Employer-Pays Principle

✓ **YOU WILL NEVER PAY ANYTHING.** All recruitment and placement costs are borne exclusively by your German employer. Indo-Jobs GmbH will never charge you – directly or indirectly. No application fees. No language training fees. No repayment obligations.

2 Your Journey – 9 Steps

1. Training at Theresian Academy (TAIL Global): German language, clinical preparation, pastoral support
2. Official B2 exam: Goethe-Institut Trivandrum or telc (independent examination bodies)
3. Visa application support – Indo-Jobs guides you through the entire procedure
4. Video call with your German employer – voluntary, before any flight is booked
5. Flight organisation and reception in Germany
6. Housing, bank account, health insurance – full support with all bureaucratic matters
7. Pflegefachhelfer employment: paid work + training at certified nursing school
8. Recognition procedure with ZSEF (Central Office for Skilled Worker Immigration, Mittelfranken)
9. Full recognition as Pflegefachkraft – same salary and rights as German colleagues

3 Your Rights



- Same salary as German colleagues (collective agreement, from day one)
- Right to terminate employment at any time under German law
- Full social and health insurance from first day of employment
- No repayment of recruitment costs to Indo-Jobs GmbH
- Right to independent legal advice at any time
- Right to lodge a complaint – anonymously if preferred

4 **Complaints**

■■ E-Mail: beschwerde@indo-jobs.de Online: www.indo-jobs.de/#beschwerde Anonymous: Yes – no personal data required Response: within 5 working days

Acknowledgement of Receipt | By signing below I confirm having received and read this brochure BEFORE signing any contract with Indo-Jobs GmbH.

_____ **Candidate**
Name & Signature Date: _____

_____ **Fr. A. T.**
Perambakathu Director TGE / on behalf of Indo-Jobs GmbH

Bestandteil des Antrags auf das RAL Gütezeichen „Faire Anwerbung Pflege Deutschland“ (RAL GZ 912) · GAPA e.V. · KDA · Bundesministerium für Gesundheit (BMG)