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Careers in Poland

POLAND
2030

SPECIAL REPORT
WITH EXPERT
INSIGHTS

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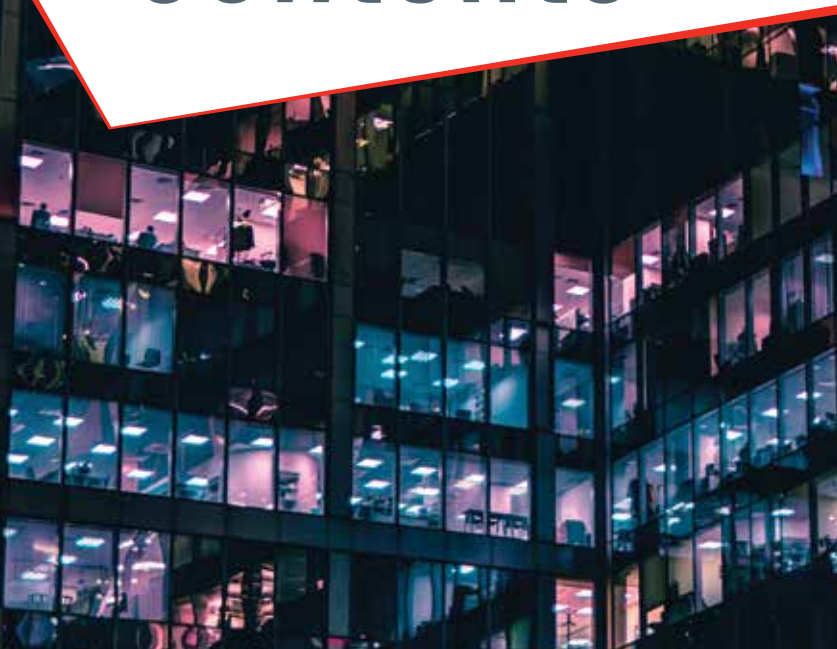
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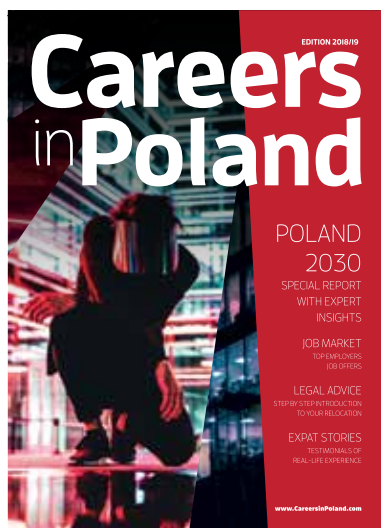
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Dear Readers,

Welcome to Poland, again. I hope you stay with us for good and that our magazine and website will help you make the decision that is best for your personal and professional development.

It has been four years since the launch of the *Careers in Poland* project. Throughout this time, I have been witness to the growth of a community of individuals willing to move countries, switch jobs and accept challenges – all of this in order to learn and grow. I got to know all about your struggle with the Polish language, formal requirements and professional mishaps. On a lighter (and much more frequent!) note, you shared with me stories of your Polish spouses, friendly colleagues, as well as opportunities that you would not have been offered anywhere else outside Poland. Thank you for that.

As you have all made a bet on the unknown future, I dive into it with you even further. In this issue of *Careers in Poland*, together we take a look at the Poland of 2030 – all that can be predicted about the upcoming decade. We focus on crucial areas, such as socio-economic changes, education, technological and cultural forecasts. Nevertheless, we do not forget about here and now – as always, I have prepared for you an extensive overview of advice about formal issues, as well as a list of trusted employers who are more than eager to welcome expats into their teams. If you want more evidence – read our new section of expat testimonials, which will hopefully address some of your concerns.

I have seen for myself how we all benefit from exchanging our skills and diverse experiences. On the centennial of Poland regaining its independence, one realises the long road it sometimes takes to get home. I am so glad that so many of you have found it in Poland.

Here's to the future & happy reading,

Ewelina Nurczyk
Editor-in-Chief



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FIND YOUR LANGUAGE

Many employers in Poland consider native language speakers invaluable. If you speak English fluently and/or know any of the other languages listed below, you may find many interesting job offers. Browse the list, see which companies recruit people similar to you, check out their profile and apply away!

ENGLISH

All companies presented in our guidebook are looking for employees fluent in English.

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Haven't found your language?

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Poland 2030

WILL THERE BE MORE FOREIGNERS
LIVING IN POLAND IN 2030?



356,233

(OFFICE FOR FOREIGNERS, 2018)

WILL POLISH ZLOTY (PLN)
STILL BE THE CURRENCY
IN 2030?



1 EURO = PLN 4.29

(AUGUST 2018)

What will the future bring? We know that many of you plan ahead and the decision to move countries is a big one. This is why we take a closer look at Poland in 2030: how it will cope with the challenges it is facing now, what new problems may arise and how successful the country might be in selected areas. We asked experts to discuss these issues with us. What will Poland of 2030 look like?

WILL THERE BE MORE
BUSINESS CENTRES IN 2030?



1,236

(ABSL, Q1 2018)

WILL WARSZAWA STILL BE
THE CAPITAL CITY IN 2030?



1,753,977 PEOPLE

(CENTRAL STATISTICAL OFFICE, 2016)

WILL THERE STILL BE OVER
38 MILLION POLISH CITIZENS
IN 2030?



38,434,000 PEOPLE

(CENTRAL STATISTICAL OFFICE, 2017)



SOCIETY

Poland needs to figure out its relationship to Europe's migrant crisis, while at the same time the first cracks in the country's demography start to appear. What will the society of 2030 look like for a country, which up to now has been homogenous in terms of race, ethnicity and religion? Expert insight provided by the Center for Social and Economic Research – **see p. 10**



TECHNOLOGY

With disruption just around the corner, Poland is a unique country where thrilling changes may take place. A quick recovery from post-communist technological stagnation may be followed by keeping up with the most cutting-edge global trends. Which ones will be applicable to Polish enterprises and institutions in 2030? Expert insight provided by Digital Economy Lab of Warsaw University – **see p. 12**



ECONOMY

Polish economy does not stop to astonish politicians, investors and market analysts. The forecasts are favourable, but will it be enough to sustain the impressive growth? What about the currency and the role of robotics in sectors of modern economy? And finally, the question of Brexit – will it affect Poland and in what ways? Expert insight provided by the Sobieski Institute – **see p. 15**



EDUCATION

No society stands a chance without investing in human capital and knowledge. Poland realises that and has launched numerous initiatives and projects to support international exchange and mobility of academic staff and students. What is the perfect university education model for 2030? Expert insight provided by the National Agency for Academic Exchange – **see p. 18**



CULTURE

The support shown to cultural initiatives speaks volumes about any country's level of development. Poland has a very specific heritage that is currently being transferred to more accessible areas of culture. Will it also be accessible to foreigners living in Poland or interacting with Poles abroad? The model for 2030 is still under construction. Expert insight provided by the National Centre of Culture – **see p. 20**



BUSINESS CENTER OF EXCELLENCE

Transforming a real business organisation into a whole new entity with an even broader scope of responsibility is a difficult process. ArcelorMittal BCoE shows that it is possible to go through it with much success. Expert insight provided by ArcelorMittal BCoE's head, Juan Marin – **see p. 22**



SOCIETY 2030

Is Poland really the model monolith country? Will it ever achieve the level of multiculturalism similar to neighbouring Germany? Can demographic trouble be avoided? And how will Poles approach the changes in family model and other social transformations? Our expert is Izabela Styczyńska, PhD, Vice-President of CASE – Center for Social and Economic Research.

Any expatriate should take into consideration what kind of society they are choosing to live in after relocation, especially if your decision is not necessarily temporary. Long-term planning requires looking into what level of multiculturalism you can expect in your new homeland and how some lifestyle choices of yours may be viewed in the target country. While Poland has a long-standing relationship with other European countries, every state is entirely different with distinct society models, mindsets and prospects for the future. This brings us to the question: what will Poland's society look like in about ten years?

MELTING POT IN POLAND?

Currently, many foreigners visiting Poland for the first time are surprised by the apparent homogeneity of its people. Due to Poland's history, the country's population has been largely affected by interactions with its neighbours, but this fact is not reflected at first glance, as usually these were also Slavic nations with a population quite similar to Poland's. It is also useful to bear in mind that Poland, unlike some Western states, has no colonial past and therefore not as much long-standing ethnical diversity within society. Moreover, for decades throughout the twentieth century,

Polish borders were closed down and people's movement was obstructed, to say the least.

Only recently did Polish society become more diverse, but it is a different sort of diversity than in neighbouring Germany or further westwards. As stated by Izabela Styczyńska, right now the majority of migrants in Poland come from Ukraine, Belarus or Russia – three neighbouring countries which, although different from Poland in terms of language and culture, can be viewed as essentially similar in lifestyle. "The majority of these migrants are young educated men. The data shows that one in three is a college graduate, 38 per cent have graduated high school, 7 per cent have vocational education, and only 10 per cent just primary education. These immigrants come from nations that we share our values and history with and are essentially viewed in positive light by local people," she says.

TROUBLE AHEAD

Does that mean that Poland will remain diverse yet quite uniform at the same time? The future is hard to predict, even for our expert, who says that the next few years in Poland will be highly affected by three major demographic struggles. "With depopulation, we

will see 2050 with five million native Poles fewer – only 34 million. Moreover, our society is ageing, and in a few decades the rise of retirement-age people is going to become quite visible. Finally, there is the problem of low birth rates. According to forecasts, the demographic burden (the ratio of non-working age people to working-age people) will be very alarming (65 per cent in Poland in comparison to 53 per cent for EU average),” lists Izabela Styczyńska.

Any approaching trouble is ever-so-disturbing for Poland, which has less experience in dealing with such crises than other Western European countries. While states such as Germany, France, the UK or Nordic countries could have worked out some distinct ideas about dealing with demographic problems over the last century, Poland has had to take a crash course in independent governance, which has lasted only for the three recent decades. The style which is going to be adapted to tackle these problems is yet to unveil over the next ten years or so.

STATE AID'S ROLE

According to Izabela Styczyńska, state aid is going to play a significant role in undertaking the task of adapting Polish society to upcoming changes, nevertheless it may not be decisive. First of all, it is migration policy that needs to be amended. “In order to make Poland an attractive destination for people from across the world, Polish migration policy needs to be related to increasing our country’s competitiveness. This means easier access to diploma recognition, education, or residence and work permits. It is crucial as the supply of migrants is limited, whereas the demand for them is constantly growing, not only in Poland, but in Europe as well,” she says.

Those that have already arrived in the country should feel welcome enough to decide to stay indefinitely, too. That is why it has become natural for legislation to include foreigners residing in Poland in state aid facilitating social protection. The government focuses on family, e.g. through care benefits, one-off child’s birth grant, tax reliefs, maternity or paternity leaves, Large Family Card and the 500+ programme. The benefits are also available to foreigners provided they meet certain conditions specified by authorities, e.g. have a valid residence card. However, whether or not this aid will help the demography remains an open question.

The state’s role is important in examining the effective shape of migration policy over the next decade. Izabela Styczyńska believes that it should be proactive and seek more optimal economic solutions than now. The ideal model should include both immigration, emigration and re-migration; it should also be integrated with other social policies. Poland’s biggest challenge in the next years is to minimise losses and maximise benefits coming from international mobility. While Poland’s government seemed to recognise it only recently, as of late 2016, when a new team was created to solve

these issues within the Ministry of Investment and Economic Development, the project’s objective was lost along its course in the face of the refugee debate initiated by the EU and therefore needs to be re-examined.



IZABELA STYCZYŃSKA, PhD
VICE-PRESIDENT OF CENTER FOR SOCIAL AND
ECONOMIC RESEARCH

MIGRANTS FROM POST-SOVIET COUNTRIES ARE PARTICULARLY PERCEIVED AS HARD-WORKING AND HONEST.

most religious group in Europe in comparison to the same groups in other countries. According to the study, only 17 per cent of young Poles identify with no religion at all, while the rest have the highest frequency of attendance at religious services out of all in the European Union. This research may show that expecting any ground-breaking changes in this mindset may be a question of a longer timeframe than just a decade.

The fact remains that anyone who grew up in a multicultural society may find Poland a bit lacking in this respect; and the change, although inevitable, is apparently going to be slow.

POLAND'S FOCUS SHOULD BE A COHERENT LONG-RANGE MIGRATION POLICY.

By 2030 Polish society is likely to have become more ethnically diverse, but the migrants still will have come from countries of a high level of cultural proximity. This does not mean that there are no people of colour in Poland or that the country is uniform in all its social and cultural norms. This should not also remain the case with the upcoming demographic issues – Poles are more and more ready to embrace diversity as they realise that without it there might be a rough patch ahead. ■

LIFESTYLE CHANGE?

Many foreigners view Poland as a country with a conservative outlook on life in general. This is the hardest factor to measure, even for our expert. “For instance, we have been noticing an increase in the number of divorces and decrease in the number of marriages for at least twelve years now, however, this does not necessarily entail striking lifestyle changes. The fact that our society is enriched mainly by migrants from post-Soviet countries will not help in e.g. legalising civil partnerships or same-sex marriages, as their views are similar to current legal solutions in these matters. The next decade should not bring about major changes,” believes our expert.

A further proof of these words could be a study of European youth conducted in March 2018 by St Mary’s University, Twickenham. It showed that Polish people aged 16-29 are the



TECHNOLOGY 2030

As technology has the real potential to reshape the world as we know it, we look into the way it can help develop Poland in the next decade. To find out if the country is on its way to a digital revolution and whether disruptive technologies can have a go in Poland, we turned to two experts from Digital Economy Lab of Warsaw University, Katarzyna Śledziowska and Joanna Mazur.

Suspicion towards disruptive technologies is less and less frequent, especially in Poland, a country where mobile payments are one of the most rapidly growing businesses and e-commerce is flourishing. There is however no doubt as to the fact that still a lot needs to be done to let Poland catch up with other more technology savvy nations, especially the West of Europe. The Digital Economy and Society Index (2018) ranked Poland as 24th out of the 28 EU member states, which did not reflect well on the country's performance, but still showed slight improvements in the technological sphere. Does that mean that ten years might not be enough to achieve more impressive results?

DIGITAL PARADOX

Poland is a contradicting puzzle when it comes to embracing technology; while the country can boast one of the best populations of talented software developers in Europe, if not globally, many ordinary citizens still lack basic computer literacy skills. "We need responsible policy regarding citizen education, so that more people can participate in digital economy," believes Katarzyna Śledziowska from DELab UW. The laboratory experts claim that it

is a top priority to grasp the potential in designing new solutions that are adequate to the needs of the society of the future. What should they be like?

Inclusion and long-term planning are critical, according to DELab UW. Poland is in the good position that allows for rebalancing any discrepancies between society members, which, luckily, are not that prominent in the country, but they remain visible e.g. in terms of connectivity, especially in rural areas. Low-density populations are still stripped off the access to fixed broadband Internet coverage, which is not an issue for urban ones. 2030 also looks optimistic with the view of the rapidly improving mobile Internet speeds in Poland.

E-GOVERNMENT FOR E-CITIZENS?

While digital public services are one of the top goals of Polish policy makers, as stated in the Digital Poland Programme 2014-2020, it is hard to predict whether 2030 will see many electronic offices in Poland. Some foreigners relocating to Poland feel overwhelmed by the number of bureaucratic procedures that have the potential of becoming digital. What stands in the way then?

NEW APPLIED NOW



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"Poland aims high," says Joanna Mazur from DELab UW and mentions the Ministry of Digitalisation's plans to build country-wide information architecture or some aspects of government's "Strategy for Responsible Development". The main risk, however, lies in foreseeing the future of technological changes and selecting the right aspects to work on at the moment. With the current pace of changes, it is often impossible to predict if a given solution will respond to society's needs in ten years. At the same time, some plans may raise doubts, such as those regarding the "Polish Industry Platform 4.0".

The upcoming decade should be critical for betting on research & development programmes, as well as education in general. Of course it requires sufficient funding and if anything may pose a significant challenge, it could be this aspect. There are however countries, not necessarily to the west of Poland, that shine as a great example of providing their citizens with all sorts of digital rights, for instance Estonia. The small Northern nation has managed to successfully transfer its administration into the digital sphere and proves that anything is possible in this respect. Poland is also on its way to implementing electronic IDs – the project is supposed to be finalised in 2019 and by 2028 all traditional ID cards are to be replaced with e-documents with authentication features, such as e-signature. They will also be compatible with administrations of other EU countries, thus significantly improving citizens' lives. There are also other, non-government but significant projects, that embrace disruptive technologies in the everyday life of Poles, e.g. using blockchain to store and protect the Polish Credit Office customer data. These small steps undertaken here and there may be a sign of an upcoming revolution.

INNOVATION DRIVE

When it comes to technology, the ball is not solely in government's court. A lot depends on Poles themselves and this perspective looks rather promising. DELab UW experts notice that although information and communication technologies (ICT) sector makes up for only 3 per cent of the Polish GDP (2.8 per cent of this includes services & telecommunications), it is one of the fastest-growing components of economy in the country. As noticed by Katarzyna Śledziewska, ICT enterprises belong to the most active groups amongst other businesses. A significant number of them increases their employment by over 10 per cent in a three-year period, which makes them stand out from other companies.

Another noticeable good sign is the fact one of the most flourishing branches of business in Poland is e-commerce. Online shopping is thriving and it propels new technological solutions. There are also some forecasts predicting e-commerce growth

due to the Sunday trading ban introduced in 2018, which may cause customers to switch from metal shopping carts to virtual ones. Internet shopping, however, cannot be solely responsible for carrying the weight of technology improvement in Poland.

Although while choosing a career in a corporate environment in Poland you may easily work with big data or cloud services, that may not be the case in smaller enterprises across the country, which still need to adapt more modern tools. 2030 seems far away in this respect...



**KATARZYNA
ŚLEDZIEWSKA**
DELAB UW
DIGITAL ECONOMY LAB



**JOANNA
MAZUR**
DELAB UW
DIGITAL ECONOMY LAB

POLAND STANDS A REAL CHANCE OF BECOMING THE REGIONAL LEADER IN FINTECH THANKS TO ITS STARTUPS.

STARTUP STARS

If there is a bright point in the nearest technological future of Poland, it sure is the startup business. "We stand a chance of becoming the regional leader in fintech," believes Joanna Mazur. She lists startups dealing with online and mobile payments, financial platforms, as well as analytical and blockchain companies as some of Poland's strongest assets.

This is also proven through research conducted by Deloitte and presented during the Polish Tech Day in London in 2017. The global consulting company confirmed that Poland is the largest

FinTech market in Central and Eastern Europe. This is visible at first glance, by looking at numerous innovation clusters in major Polish cities (Warszawa, Wrocław and Kraków leading the way).

The biggest challenge for Polish startups in 2030 is increasing the level of international cooperation among them. Katarzyna Śledziewska particularly stresses the importance of participation in the Digital Single Market offered by the European Union. It has been designed to offer access to e-commerce across the EU, as

BY 2028 TRADITIONAL IDS WILL HAVE BEEN REPLACED BY ELECTRONIC ONES.

well as to promote digitalisation as a source of economic drive. Embracing the programme within the next decade could really work wonders for Poland in these aspects.

2030 probably will not see Poland as a flagship e-country with offices and public institutions operating in the cloud and scanning citizens' retinas; it may however be on its way to establishing more mobile and resident-friendly solutions with the use of some cutting-edge technologies. If all goes well, Poland is also bound to be one of the most significant innovation hubs in Europe that will cooperate with other global companies. ■



ECONOMY 2030

Business, industry, financial institutions – what may all of these look like in just ten years? Poland is determined to follow a path of innovation with regard to its economy, but to push things forward, words need to be followed by actions. How to make it happen in the Poland of 2030? We talked to Bartłomiej Michałowski from the Sobieski Institute about the upcoming challenges, especially in adjusting the economy to modern times.

While economically the EU is still primarily made up of products of Germany, France and the UK, the role of other countries is growing steadily. Poland is a rising star on the European map, not only due to the fact that it was the only state to avoid recession back in 2007, but also because of the continuous broad-based growth ever since (on average 3.6 per cent over the past decade, according to the World Bank). There are, however, three factors that are most commonly discussed when predicting the future of the Polish economy in the upcoming years: Brexit (and possible other -exits), adoption of the euro, and competing with other innovative economies.

POST-BREXIT POLAND

While many appear to consider the United Kingdom's withdrawal from the European Union in line with Polish policies, it has been widely discussed and almost uniformly assessed as a negative outcome for Poland. While Britain hosts a large number of Polish migrants, which adds human factor to the effects of the *Leave* vote, economically it is not the only outcome Poland should be concerned with. Both Polish officials and regular citizens are

opposed to Brexit due to a possible cut on EU funds (Poland is by far the largest recipient with a high rate of utilising the money) and general impediments on trading with Great Britain, which undoubtedly has flourished thanks to the EU partnership. Not to mention the reduction of freedom of travel to the UK – Poles are definitely not happy about the above outcomes.

Nevertheless, if the *Leave* vote is to be enforced, Poles are already prepared to play by its rules with extra attention to possible economic benefits. The general fallout over Brexit is a chance for gain, especially in financial services, that already constitute a large section of the Polish economy (next to pharmaceutical industry and agriculture). It employs 279,000 people (ABSL, Business Services Sector in Poland 2018) and by all forecasts it is bound to grow, with or without Brexit's help. The latter factor, however, would largely impact the already big prospects – Polish authorities hope to attract a number of business centres, competing not necessarily with those units inhabited by top executives (with Frankfurt or Paris still being more likely choices), but very often drawing in middle offices. The vast skill pool offered by Polish talent has already brought the country to an interest of new headquarters for JP Morgan, Citigroup, UBS,

and possibly Goldman Sachs as well as Standard Chartered – and it looks like it is just a start.

CURRENCY

Poland's economy strongly relies on its national currency, Polish zloty (PLN), and many believe that it should remain the case. The currency has been viewed as a warranty of independent policy-making in the times of crises. Ties to other European economies are seen as favourable, but not necessary in internal governing and thus adapting the euro is being put off for extended periods of time. There is no prevailing desire among the people to switch currencies and seeing some neighbouring nations' struggle after entering the Eurozone makes them reconsider their desire to ever change that. According to some polls, nearly half of Poles are against giving Polish zloty up (Kantar Public, December 2017), despite them wanting even deeper EU integration. The fact that one will pay in euro in Poland within the next decade is even less likely following the recent reports of Polish top officials:

both the President and PM of Poland claimed that entering the Eurozone will be possible only after Polish employees achieve a level of earnings similar to their German or Dutch counterparts. Despite a steady growth, 2030 may still not see this happen. Anyone thinking about relocating to Poland should therefore bear in mind that euro will probably be in use rather later than sooner.



**BARTŁOMIEJ
MICHAŁOWSKI**
SOBIESKI INSTITUTE

**IF POLISH
COMPANIES
DO NOT USE
ROBOTS BY 2030,
THEY WILL CEASE
TO EXIST.**

enterprises and institutions. To move the economy forward and not to lag behind, Poles need to be bolder in implementing new ideas, without waiting for a green light from higher-ranking officials. Switching to this kind of mindset is pivotal as Poland's workforce

is still used to seeking approval for their new ideas. But waiting may be outdated – in just ten years' time robots will perform tasks delegated to them quickly and without hesitation. If Polish companies do not have them, there will be no point in their existence.

Introducing more foreign workforce from the most developed countries with different work ethos may be helpful in achieving that. Polish economy welcomes more and more participants from abroad, with different styles of doing business, delegating tasks, motivation ideas and solutions for successful employee engagement. International cooperation may be key in diversifying Poland's approaches to economy and may help see 2030 with full capabilities.

It is not only the financial institutions that may see big changes by 2030;

there is a growing anticipation of Poland switching to renewable energy in heavy industry that still constitutes a large part of the economy. If Poland moves beyond coal, which now is the foundation of its energy production, it may create even 100,000 new jobs (Greenpace, *Energy [R]evolution: A sustainable Energy Outlook for Poland*).

INDUSTRY & INNOVATION

To determine the direction where Polish economy may be headed, one needs to decide whether or not the growing GDP will remain on this level in the ever-so-changing world. To keep it advancing, we need to make sure that innovation is implemented on many levels. Bartłomiej Michałowski from the Sobieski Institute believes that the huge number of BPO/SSC companies is a good start for introducing digitalisation. "The service sector is where it all starts. Artificial Intelligence has already begun to change numerous processes on so many levels, along with the Internet of Things and robotics. To accelerate this, however, we need more support, especially from the government, Polish cities, Polish army and the biggest state-owned companies", he believes.

Although the state in general realises the significance of innovative solutions, Bartłomiej Michałowski rightly noted that it is not enough to support start-up initiatives, financially or in other terms – the results of their work need to be used in practice by the public sector and institutions leading the way of doing business in Poland. There also needs to occur a change in Poles' mentality. "Eliminating the fear of mistakes and the lack of acceptance for failures are crucial; after all innovation is born out of overcoming our missteps", says Bartłomiej.

According to him, progress is driven by quick (but not hasty) decision making, which is still not very common in Polish

EMERGENCE COMPLETE

From September 2018 a global equity index provider FTSE Russell will officially reclassify Poland as a developed country (formerly classified as *Advanced Emerging*) according to their market criteria. The promotion announcement came a bit unexpectedly, although it was not unjustified. FTSE Russell did their best to explain why they are to include Poland in 25 countries that are the global leaders of economy, including not only European giants, but also Singapore, South Korea and the USA.

ECONOMY CAN BE BOOSTED BY FIRM DECISION MAKING.

The decision was taken after examining the features of Polish economy, which revealed that the country has an advanced infrastructure at its disposal and secure trading and post-trading services. It also revealed that financial institutions in the country meet the highest standards of governance. There is, however, no satisfaction in achieving the status – it is as much of a challenge as a praise. To keep oneself amongst the best and strive to achieve the highest possible results is the plan for not only the next decade, but years to come. ■



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EDUCATION 2030

To develop business, grow the economy and create culture, we need educated societies. How is the model of Polish academia going to evolve over the next decade so as to foster the advancement in all these areas? The National Agency for Academic Exchange (Polish: NAWA) seems to be the key player in efforts to help higher education in Poland adjust to the modern pace of time. We talk to its representative, Zofia Sawicka, about the challenge ahead.

Poland is a true sensation in terms of access to higher education. The most recent Eurostat data from 2015 showed that the country ranked fourth in terms of the number of tertiary education graduates within the EU, right behind France, the UK and Germany. University education is still very much popular in Poland, amongst other reasons due to it being free of charge. How and why should Poland use this human and intellectual capital to boost its economy and overall development? The National Agency for Academic Exchange sees the answer in international cooperation. Exchanging knowledge with academics from other countries should be much easier and definitely much more common in 2030 than it is now.

THE PERFECT MODEL

Universities in Poland are either state-owned or private. The former are free of charge if one decides to study full-time and as a rule are still more popular with Polish students. Private colleges have tuition fees of different levels, depending on the facility's location, history, prestige, specialisation and other factors.

In general, they cater for the academic needs of about one third of all students in Poland. As for the majority of foreign students, higher education is not free, regardless of whether they choose a private or public university.

As a member of the European Union, Poland signed the Bologna Declaration, which makes the general higher education model similar to that of other member states. Universities offer bachelor degrees, master degrees and some of them doctoral degrees (PhD), most commonly over the course of 3-2-4 years. There is also a number of tertiary education VET facilities (Vocational Education and Training) with similar powers as universities, except for awarding PhD titles. International students who do their coursework in Poland during an exchange programme can earn points through the European Credit Transfer System.

CURRENT CHALLENGES

Polish tertiary education is on the brink of undergoing a change which is represented by a new law commonly referred to as the

Constitution for Science. Its aim is to stress the quality over quantity in Polish higher education, with a focus on doctoral studies. We asked Zofia Sawicka from the National Agency for Academic Exchange to identify some of the most burning issues that they want to have eliminated by 2030.

"Our agency strives to make Polish higher education more international and successful, and so there are three key areas to ensure that. First of all, we want to provide Polish scholars with the possibility to travel and work at foreign academic institutions. Secondly, we stress the necessity to acquire academic talents at Polish universities. Finally, we need to take care of the painful bit and verify the success rate of current Polish academics to see if they are fit to meet the upcoming challenges," she says.

The last part may bring about the biggest problems, since it is deeply intertwined with human capital. Polish academics are not used to competing in the global and this is reflected in the number of times they are quoted abroad, the dynamics of which figure are unusually low in comparison to the growth dynamics of Polish GDP. This may suggest the need for staff adjustments and according to NAWA there seems to be a good moment for that right now, as the overall economic situation of Poland is so favourable that it may help the market absorb those people who leave the academia.

The aforementioned rejection of mass-education does not mean restricting access to it. NAWA openly talks about their role model for the next decade – a Belgian university KU Leuven – which combines academic success with openness to new students. This is the model that Polish authorities would like to see more at Polish higher education facilities.

HAND IN HAND

Education is not only about staff, however, and therefore its focus on students should not be overlooked. NAWA, which often discusses educational matters with universities, has noticed a lot of improvement in the level of activities aiming to internationalise higher education in Poland. They finance programmes that promote Polish universities abroad and co-fund international exchanges that foster building academic relationships and acquiring new students. Nevertheless, the process is not finished once a new student is recruited.

"We realise that a student who has just arrived in Poland needs to be taken care of in terms of dealing with formalities, through their academic needs, as well as social and cultural integration. The way they are served is later reflected in their final evaluation of the experience in Poland, and we regret to admit that even top Polish universities tend to struggle with the process," says Zofia Sawicka.

The next decade at Polish universities looks like an exciting project to win foreign students' hearts. NAWA points out to the fact that international students in Great Britain often feel neglected

and unsettled during the course of their studies. The main reason is the high number of other internationals and this is where Poland's still relatively low quotas come in handy. Foreign students feel here more at home and in general have a higher

level of satisfaction – proven by research showing that it amounts to 9.6, whereas the average in Europe is 8.6 (Studyportals.com, *Students' satisfaction rate*, 2016).

NUMBERS AND FIGURES

What is the outlook for foreign students in Poland over the next decade? Currently, in the year of 2017/18, there were over 70,000 internationals planning to study in Poland for at least one academic year, including 37,200 female students. Over half of the students came from Ukraine (52 per cent), while the second largest group came from neighbouring Belarus (8.3 per cent). Indian students made it to the top three of foreigners at Polish universities, although they constitute only slightly

over 4 per cent according to the research. What is interesting is that nearly one third of foreign students in Poland decided to pursue education in Warszawa or its agglomeration (Central Statistical Office, June 2018).

What makes all those young people interested in studying in Poland? Although many come from neighbouring countries or might even have Polish roots, there is a significant and growing number of students who want to study in English or German, as major Polish universities offer courses in these languages, too. As EU citizens can study in Poland under the same rules as Poles themselves, their interest is also on the rise. Not to mention the classic Erasmus+ programme, which has completely reinvented the way people perceive university education all over Europe thanks to short-term exchanges.

NAWA sets up original programmes, which aim to foster the internationalisation of Polish higher education institutions and research centres:

- Programmes for Scientists
- Programmes for Institutions
- Programmes for Students
- Polish Language Programmes

For more information, please visit NAWA's website (www.nawa.gov.pl)

If the trends continue, Poland will still be able to attract steady numbers of foreign students, while at the same time providing them with more attention and focusing on delivering quality knowledge. NAWA's plans to stress international cooperation should foster both internal refreshment of the academic structure and style, as well as appeal to young global citizens who want to feel noticed and valued during their university years. ■



ZOFIA SAWICKA, PhD
PHD, DEPUTY DIRECTOR OF POLISH
NATIONAL AGENCY FOR ACADEMIC EXCHANGE

**WE STRIVE TO
PROVIDE FOREIGN
STUDENTS WITH
BOTH ACADEMIC
AND CULTURAL
GUIDANCE.**



CULTURE 2030

Cultural assimilation is one of the most underrated processes that the majority of foreigners have to deal with after relocating to a different country. Will I get the jokes? Do I know any Polish painters at all? How do I find elements of my country's culture in Poland? – these are some of the questions that expats can fire at themselves before the big move. We talk to Rafał Wiśniewski, head of National Centre for Culture Poland.

Of course there are certain names and concepts that ring a bell – Chopin, excellent cuisine, folklore and a handful of Nobel prize winners to name a few – but would that enough to feel comfortable with any country's cultural atmosphere? Polish art and popular culture have very close ties to the West of Europe, but that does not necessarily mean that they have been easily accessible so far. Nowadays, with open borders and an uninterrupted flow of thought facilitated by new media and technologies, those who are willing to will hopefully be able to emerge themselves in the Polish culture. What will the process look like by 2030?

MEETING POLISH CULTURE

The modern Polish culture is a mixture of native influences and ongoing dialogue with the rest of Europe, if not world. It is as vibrant and flexible as any other culture, yet distinct in its peculiar suspension between the East and the West. The split, which makes it both easier and harder for foreign recipients to access, is slowly becoming less and less visible, and even if it becomes apparent, it does not necessarily overcomplicate things or cloud cultural perceptions.

"Art can easily do without words or translations," believes Rafał Wiśniewski from the National Centre for Culture Poland, and indeed, this argument has been raised for many centuries now. "It is boundless and timeless, so even though context does help in some situations, it is not always necessary to evoke emotions in a viewer or reader," he says.

In 2018 the Cannes Film Festival awarded a Pole, Paweł Pawlikowski, the best director award for his movie, *Cold War*. The film easily won the hearts of international audiences even though it tells a love story set against the backdrop of a mid-20th century traditional musical and dance group in Poland. Surprisingly enough, the folk elements did not bother those unfamiliar with the Polish folklore; on the contrary – the reviewers and cinema-goers praised the story especially for its slightly exotic visuals and music that accompanied a classic star-crossed-lovers' tale of universal value.

Experiencing culture is for Poles increasingly easier, especially considering the number of institutions serving this purpose. The National Centre for Culture engages in numerous activities that aim to draw people towards arts, literature and national heritage with all its varied aspects. Using diverse platforms (murals in city centres,

board games, singalong events or promoting national symbols, to name a few) lets the people engage themselves in participating in it on a daily basis. With the number of foreigners on the rise, they should be able to participate in it all in the same way in no time.

One more aspect that draws international attention to Poland's heritage and cultural achievements is the centenary of regaining Polish independence (1918-2018). There are many programmes aimed at celebrating both local anniversaries and heroes of Polish independence, but also those that promote them abroad and help foreigners become familiar with some aspects of Polish history. Addressing the role the Polish diaspora played in the twentieth century in Europe and overseas or introducing the pioneers of the Polish avant-garde movement may help raise interest in what the country has had to offer.

INTERACTION WITH OTHER CULTURES

The culture of Poland has always been open to other nations – it was reshaped under their influence and interacted with them on many levels. The 20th century saw the crisis of this interchange – the two world wars and the period of communism very often successfully trumped any such efforts.

For foreigners already living in Poland, participating in cultural events or activities gives them a chance to make themselves at home. There are more and more opportunities for that – English-friendly cinemas, translations of Polish books, museums and art exhibitions available in various languages. The National Centre for Culture stresses that within their scope of activity there are already many initiatives that allow foreigners to participate in the Polish culture freely.

"We are very happy with the *East of Culture* project, which focuses on a series of festivals that foster cooperation between cities in Eastern Poland and their partners across the border and even further east. It gives ground for exchanging artistic value and local artistic initiatives," says Rafał Wiśniewski. The festivals' success in Rzeszów, Lublin and Białystok over consecutive years proves that there is space for sharing cross-border cultural experiences.

The centre also works with international organisations on an institutional level. According to its head, *The Polish Culture Yearbook*, an annual compendium on Poles' participation in various aspects of culture, is well-received across Europe and raises genuine interest abroad.

FUTURE PLANS

2030, according to cultural institutions in Poland, is not far away. Although it is hard to say what content will dominate over the next decade and how will the trends fluctuate from now on, there are a few tenets that can be pinpointed. Rafał Wiśniewski believes that Poland's strength lies in opening itself to more modern areas:

design and marketing art or famous Polish game studios, which very often set trends on a global scale.

Looking from a smaller perspective, he feels very strongly about the importance of local art and heritage in Poland. "Specific cities



Cold War (2018), dir. Paweł Pawlikowski, photo: Kino Świat

and areas of the country are related to specific aspects of culture," says Rafał Wiśniewski. It is true that the revival of the Jewish culture in Poland is associated with Kraków and that Łódź is the capital of Polish street art and film industry. These specialisations will become more visible over the years and foreigners may be attracted to different cultural profiles in particular cities of Poland.

Finally, there is the question of recognising the signs of the future in providing access to arts or national heritage. Digitalisation is the best way to go about it and in general Polish cultural institutions are already doing great in this regard. With mobile exhibitions and a wide access to digitalised works of art, manuscripts, or even the possibility to view objects thanks to virtual reality technologies and other tools, it is becoming increasingly easier to appreciate all the accomplishments in these areas. And yet there are more of these devices to come – the National Centre for Culture is not the only institution that wants to promote its subjects of interest with the use of innovation.

Maintaining the current trend of using technology to make cultural experiences more reachable and focusing on cooperation as well as

networking will hopefully bring Polish residents and citizens to a place when in 2030 many initiatives will get a brand new quality. Rafał Wiśniewski hopes that within a decade recipients will be able to become creators too, and that their participation in culture will occur on a more frequent basis. Here's to it being even more diverse and thrilling, too! ■



**RAFAŁ
WIŚNIEWSKI**
PHD
HEAD OF NATIONAL CENTRE
FOR CULTURE

**TECHNOLOGY WILL
HELP RECIPIENTS
BECOME CREATORS
OF ART THEMSELVES.
POLAND ALREADY
LEADS THE WAY
IN DESIGN OR
VIDEO GAMES.**



BUSINESS CENTERS OF EXCELLENCE 2030

ArcelorMittal Business Center of Excellence in Dąbrowa Górnicza is an outstanding example of the transformation ongoing in Polish shared service centres. Juan Marin, Head of ArcelorMittal Business Center of Excellence Europe, tells us about the shift in this business area and how it is going to impact the future.

Please tell us more about your Business Center of Excellence. How is it different from a typical shared service centre?

Juan Marin: In the mindset of everyone in this business today, shared service centres are very much focused on the back-office and activities that are purely transactional. All these things that you know today that influence changes in the industry, mainly technology, suggested that we need to move to a much more strategic organisation model. For companies like ours, ArcelorMittal, everything started in a shared service centre and the main rationale was to put processes in a low-cost location, namely the administrative and back-office staff. Now the focus is rather on how to use the people that we have to contribute to the business and to create added value. To my mind, the key takeaway is added value.

What is something absolutely important is that before the business centre of excellence stage we were talking about clients, very complex SLAs, legal documents, etc. and this is now changing a lot to a partnership approach. We are now partners to the business, we ought to be closer to the business and we will be able to provide not just simple KPIs, but release some added value and proposals of how the business may change.

You have mentioned the evolution from SSC to BCoE. What technology have you used to foster these changes?

Technology is now everywhere. Look how many times you visit a bank nowadays – you go there once or twice in a lifetime because there is no need to go there more often! This is the part technology plays in our lives and everything is becoming automated and standardised, ran by IT systems. I recently read an article about some jobs of the future and it struck me that all these jobs are somehow related to what we do now in our centre. We implement robots and automation, we introduce data analytics, so that our people can focus on bringing added value, but at the same time they are not replaced one on one. We are also exploring how to expand these activities and how to make our people more of thinkers rather than doers.

Please tell us about the future of your BCoE, with 2030 in mind.

In the past we used to be focused on financial matters and transactions, now however there are a lot of opportunities in other areas. We are knowledgeable people with good skills and therefore we can develop activities in HR, Procurement and IT. So not only Finance, but also other expert fields. We consider that all activities done all

over the world can be centralised in one single location, one single team and performed in a much more standardised manner. And in the long run we want to play the role of the integrator.

What is the career path in ArcelorMittal BCoE?

We normally recruit a bulk of our employees straight from university or some lower-level positions, but we are also looking for experienced experts, because as soon as we move up the value chain, we need people with a much higher level of expertise, not only juniors.

Can you tell us about the ways you support your employees after hiring them?

We have a program called Global Employee Development Program, which is basically a 6-month training program for talent management. We want to measure the potential, development and careers of our people. Through it, they can also acquire the needed competences for future positions and growth and we manage the challenge of our people.

We are also very closely linked with our business. This gives people the opportunities to grow not only in BCoE, but also in various areas of ArcelorMittal structures in the global context. They can move to internal audit, they can move to other different departments, which is also important as it is much wider from the location perspective. We facilitate moving abroad and for sure we strive to match the expectations of our people to the expectations of our company.

We give a lot of trainings, local ones, but also within the ArcelorMittal university. It provides corporate leadership development programmes to nurture our future leaders. And we also facilitate local group initiatives, through which people satisfy their training needs.

How many employees do you have in your ArcelorMittal Business Center of Excellence?

I do not want to highlight specifically people in Poland, because BCoE is much wider than that! It has one major hub in Poland but we do have some satellite locations abroad as well. Overall there are 750 people that are employed purely internally. However, there are nearly 900 if we count our external employees, hired through outsourcing.

What is the skillset that you are looking for now and in the long run, for 2030?

We are an international company and we are looking for people with an international mindset. Our people need to speak English fluently because this is our main language, as we work with companies situated in different countries around the world. That means that we also need some language expertise in Spanish, French or German as well.



JUAN MARIN
HEAD OF ARCELORMITTAL BUSINESS
CENTER OF EXCELLENCE EUROPE

**WE CONSTANTLY
CHANGE PROCESSES,
STRUCTURES,
EVEN THE
ORGANISATION
NAME! TO JOIN US,
YOU NEED TO
EMBRACE THAT.**

Regarding the hard skills, we are primarily looking for people with a university degree, usually Master's, but Bachelor's is absolutely sufficient for junior and entry-level positions. We also want to help our people grow with us, so we support

their getting additional degrees, because in the end it is good for the business, too. The last thing regarding the hard skills is an IT-oriented mindset. As I have mentioned, we are moving more and more towards technology, so we need people who embrace IT tools, applications and mobile solutions. This is necessary not only for IT experts, but also people working in Finance and other departments.

As for the soft skills, we need individuals who can work in a very changeable environment. We constantly change processes, structures, even the organisation name! For us change is the only constant thing in our work. The second thing would be decision making, so we are after people who are sure how to implement solutions and who can offer additional initiatives. On a final note, there is also a lot of need for strategic thinking, team work and effective communication.

How many of your employees are foreigners?

It is quite complicated because we have a hub in Poland and satellite businesses in Europe. In Poland itself the figure is not very high and we would like to introduce more foreign colleagues and internationalise our company here.

I am an international myself. I am Spanish and living in Luxembourg, while I work both in Luxembourg and Poland. My teams are located all across Spain, France, Germany, and I visit them on a regular basis. This kind of career is possible in ArcelorMittal, but you have to bear in mind the specifics of working with people in different countries. A certain level of sensitivity to this diversity is crucial.

Could you share a final piece of advice for a young person joining ArcelorMittal BCoE?

People who want to join us will find plenty of opportunities, especially because we are so linked to our business. They need to stay open-minded, but humble and patient at the same time. This last part is applicable especially to Millennials – we value their potential, but they need to wait a while for the added value, because it will come to them eventually. Receiving positive feedback requires just a little bit of patience, but it is worth the wait. ■



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FIRST Steps

A series of grey footprints are scattered around the title. Some are at the top right, some at the bottom left, and some at the bottom right, creating a path-like effect.

How to get a visa
or residence card?

See p. 26

Work-related
questions?

See p. 28

How to find a place
to live in Poland?

See p. 30

A series of grey footprints are scattered around the bottom section of the page, continuing the path-like effect from the top.

Can you open
a bank account?

See p. 32



How to get a Polish
phone number?

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Cars or buses?

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How to learn Polish?

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What are the average
prices in Poland?

See p. 40



Which days are off
in Poland 2019?

See p. 42

Which student organisation
should you join?

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Learn more
about Polish cities!

See p. 44



Visa & residency

Before you make your final decision about the move to Poland, look into all the necessary paperwork that awaits you ahead. With us you will learn which type of visa you should apply for and how to obtain a residence permit if you want to make Poland your home for a bit longer.

SHORT-TERM STAY → VISA

The fact whether you are required to get a visa to Poland depends on your country of origin. If you come from a country located in the Schengen Area, you are of course free to move within its borders, as Poland is part of the zone. There is also a long list of countries whose nationals are exempt from the obligation of getting a visa to Poland, which can be found on Poland's Ministry of Foreign Affairs website. If, however, you have reassured that your stay requires obtaining a visa, you should direct your first steps to the nearest Polish **consular office** or **embassy**.

There are three types of visas to choose from:

- Type A (transit airport visa for third-country nationals);
- Type C (short-term visa allowing to enter Poland and other Schengen countries for the maximum of 90 days in every 180 days);
- Type D (national visa for stays that exceed 91 days and last up to one year, which also allows to enter the Schengen Zone under the same circumstances as the type C visa).

Once it is decided what (and if any) type of visa you need, follow through with your application. You may need to start with a Polish **e-Consulate** (www.e-konsulat.gov.pl), a service that will enable you to register your application online before bringing its paper copy to a diplomatic facility and to book an appointment in advance.

Every type of visa requires a slightly different **set of documents** but usually you need to be prepared to bring: application form, valid passport, biometric photo, health insurance, visa fee, and all documents that confirm your reason for stay, accommodation, and funds to cover one's entry, stay and departure if necessary.

LONGER STAY → TEMPORARY RESIDENCE PERMIT

Foreigners who intend to stay in Poland for longer than their visa validity period (or if they came visa-free but want to stay for over 90 days) should apply for a residence permit. First and second applications usually concern **temporary residence permits**, which allow them to stay in Poland for up to three years (if your reasons for that are compelling). The residence card also doubles as a foreigner's ID card while in Poland and can be quite useful in a number of circumstances, not only regarding your stay, but also opening a bank account or getting a mobile phone number.

In order to apply for a temporary residence card, one needs to be already in Poland and make an appointment at their **Voivodeship Office** (Polish: Urząd Wojewódzki) or its local representative unit. This can be done online or via phone so that you know the exact time and date when to file all the necessary documents. These should include: application form, valid passport, current photographs, as well as everything that confirms your reason for stay, from job contracts or university ID's to other documents that may facilitate the process, such as Pole's Card or EU Blue Card application. Depending on the circumstances you are in, the documents filed to the office will vary.

The **waiting time** for getting a residence is different for every office. The latest reports from 2018 show that due to an increased interest of foreigners wanting to live in Poland, the understaffed facilities find it hard to deal with each individual case in the predicted timeframe. In many offices getting your decision on the residence status may take even up to half a year. Until then, if your application has been filed properly, you should ask for a special stamp in your passport, which deems your stay lawful even if your visa or former residence card expires.

A foreigner living in Poland may have to **reapply** for a temporary residence permit if their first one is close to expiration date and their reason for stay is still valid. The process is the same as during the first time.

Your application may also result in being **visited by the police or border guards**. You should be warned that Polish authorities may conduct some community interviews to confirm the information stated in your files, such as your actual place of abode, marital status, occupation etc. This is a pretty standard procedure but some do find going through it a bit discouraging.

YOU MAY NEED A VISA TO ENTER POLAND AND LATER A RESIDENCE PERMIT TO STAY HERE FOR LONGER. AFTER A FEW YEARS OR IF COMPELLING GROUNDS EXIST, YOU CAN APPLY FOR CITIZENSHIP.

PERMANENT STAY → LONG-TERM EU RESIDENCE PERMIT

Three years' time (the maximum length of a temporary residence permit) may not be enough for an expat who has just started to acclimatise in Poland. Those individuals who feel that they need to explore the country's opportunities for a bit longer, if not indefinitely, should consider getting a **long-term EU residence permit**. The document is issued without any time limitations, but the card itself is valid for five years only. The permit can be obtained provided you fulfil three basic conditions, which means you have:

- stable source of income,
- health insurance,
- proven proficiency in Polish.

Useful links:

<https://secure.e-konsulat.gov.pl>
Polish e-Consulate

<https://cudzoziemcy.gov.pl>
online form registration (residence permits, international protection)

<https://udsc.gov.pl>
Polish Foreigner's Office

<http://certyfikatpolski.pl>
Polish language proficiency exam

You also need to have resided in Poland without major interruptions for the **previous five years** (two years for EU Blue Card holders). If you, however, think that this is all it takes to get it, please remember about a few exceptions. A long-term EU residence permit cannot be issued on the grounds of studying in Poland or graduating a Polish college. Moreover, the duration of an uninterrupted stay of individuals studying in Poland counts only as half of this period.

One thing that has to be realised is that although this kind of residence permit has EU in its name, it does not allow those who possess it to live in the entire European Union, just in Poland (if issued by Polish authorities). It does however entitle its holder to travel freely as a tourist to other Schengen states for as much as up to three months every 180 days. Leaving Poland for longer than that for another EU country may result in card cancellation.

PERMANENT STAY → PERMANENT RESIDENCE PERMIT

Another way for expats to obtain a permanent right to stay in Poland is to apply for a **permanent residence permit**. This permit is especially popular among foreign spouses of Polish citizens, but naturally it is not limited to them. Any foreigner can apply for it provided they have spent long enough in Poland without any major interruptions. The number of these years depends on your particular situation, e.g. if you are married to a Pole your marriage should last at least three years and your stay on these grounds in Poland should have lasted at least two years, while Pole Card's holders can apply for it as soon as they decide to settle in Poland – each case is different and has a different waiting period before one can apply.

The permanent residence permit, similarly to the permits described above, lets its holders travel freely as a tourist to other Schengen states for as much as up to three months every 180 days. It is issued for ten years, after which time it should be exchanged for a new card. Similarly to the temporary residence card, the permanent one also doubles as a foreigner's ID while in Poland. Unlike it, the permanent residence permit also allows foreigners to **work in Poland** without the necessity of obtaining a work permit.

PERMANENT STAY → CITIZENSHIP

The final step to make one's stay in Poland indefinite and at the same time obtaining the same rights as **Polish citizens** is simply becoming one as well. You can be **granted** the citizenship by the President of the Republic of Poland by applying to your nearest consulate. This course of action is quite simple and does not require the applicant to fulfil any additional requirements. Another possibility, applicable only to those who used to hold Polish citizenship but lost it, is having it **restored**, but this solution covers rather specific cases that are not very common.

The last way of getting a Polish passport is more complex and requires proper preparations. One can get **recognised** as a Polish citizen provided they have lived for a certain amount of time (it varies for different residency statuses and circumstances). As you can imagine, being recognised as a Pole entails a bit of paperwork and, in addition to that, a language proficiency test (at least on B1 level). If you decide to follow this course of action, you apply to the Voivodeship Office, not the President. ■

Contracts & work permits

One of the most common reasons behind the decision to relocate is finding a new job. Career development is surely an exciting prospect, but before it takes place, one needs to take into consideration some formal aspects, too. A work permit and a job contract are some of these necessities.

JOB SEARCH

Anyone who wants to work in Poland but still lives abroad should consider looking for a job first while still at home. Securing a position beforehand is a smart move that brings you the benefit in the shape of a compelling visa application, for instance (see **Visa & Residence** on pages 26-27). Conducting the job search from your own desk is not a challenge in the era of the Internet; visiting www.CareersinPoland.com/jobs (job postings and website contents are fully in English) or contacting our partners directly for vacancy details should do the trick, provided you possess the necessary skills. Your immigration story begins once your employer sends you a draft of your job contract. What types of them are there and which one will you be offered?

CONTRACT OF EMPLOYMENT

A classic contract of employment (Polish: *umowa o pracę*) is possibly the most desired form of employment among Polish nationals and there are a few reasons for that. This, however, does not mean that it is the best form of employment for a foreigner in Poland. As per its definition, a **contract of employment** is a mutual agreement of cooperation. On employee's part it obliges them to perform work for an employer in a continuous and uninterrupted manner and in a specific time and place. In turn, an employer is required to pay remuneration to an employee. The contract needs to be prepared and signed on paper and all doubts should be clarified **in compliance with the Labour Code**.

Not every contract of employment is the same. The three most popular types are **indefinite** employment contracts, **fixed-term** employment contracts and **probation period** contracts. There are also less common replacement employment contracts, employment contracts for a specified task, or employment contracts for vocational training.

Why do Poles value this kind of employment so much? Mainly because it entitles them to some benefits defined in the Labour Code (e.g. paid holidays, sick leave) and because it guarantees protection in case of contract termination, as well as minimum wage. Many people also favour having their social security contributions paid by their employers, which is also part of the classic employment agreement.

You may however find contracts of employment unfavourable, especially if you have a desire to delegate some of your workload to a subcontractor (this type of contract does not allow it) or prefer a flexible approach to work (you need to stick to a certain place and time to perform your professional duties).

CONTRACT OF MANDATE

Contrary to contracts of employment, **contracts of mandate** (Polish: *umowa-zlecenie*) are not regulated by the Labour Code, and therefore can be characterised as more flexible. They are usually used when an employer wants an employee to perform certain duties or to complete some specific work, but does not want to hire them under a traditional contract of employment.

In the past contracts of mandate did not specify the minimum amount of money that had to be paid to contractors. From 2017 on, however, the Civil Code introduced an amendment which regulates that. The minimum wage changes every year and from 2019 it should amount to **PLN 14.50** per hour (gross). At the moment, it is still PLN 13.70 (gross).

Some people favour contracts of mandate over other job contracts. They prefer to have the possibility to delegate work to a subcontractor, if necessary, and in general greater freedom. Contracts of mandate also provide you

FOREIGNERS WHO DO NOT NEED WORK PERMITS COME FROM THE EU, NORWAY, LIECHTENSTEIN, ICELAND AND SWITZERLAND. THIS ALSO APPLIES TO LONG-TERM EU RESIDENTS, PERMANENT RESIDENTS OF POLAND AND FULL-TIME STUDENTS OF POLISH UNIVERSITIES.

with a short notice period (unless prearranged otherwise with an employer) and are especially beneficial to students who are not 26 yet (their employer is not obliged to pay healthcare contributions).

SPECIFIC-TASK CONTRACTS

There are two types of job agreements regulated by the Civil Code and **specific-task contracts** (Polish: *umowa o dzieło*) are one of them. When compared with contracts of mandate, specific-task agreements can be characterised as contracts with the main focus on a result, a product of work, instead of the process of performing it itself. They

Job contract essentials:

- ✓ description of both parties (employer and employee);
- ✓ type and place of work;
- ✓ salary;
- ✓ start date;
- ✓ number of working hours (8 hours per 5 days a week are most common).

have been introduced with freelance workers in mind – imagine that you need to design a website, organise a photoshoot or do a wedding-day make-up – this is where such contracts come in handy, as they all concern a specific task.

The requirements of drawing up such contracts are **not very restrictive**. It is necessary to establish a specific time and space for performing the task, which is always a one-off gig. Both parties also agree to the fact that the remuneration is to be paid only after the task is completed. The

main responsibility of the contractor is to deliver the product of their work in a timely and accurate manner, but they do not have to do it themselves – they can delegate the job to a subcontractor if they wish to.

Some employers may prefer this type of contracts as they have favourable tax deductible expenses. For an employee, however, this results in the lack of social security, sick leave, accident leaves and pension contributions. There is also **no minimum wage** indication.

WORK PERMIT

Foreigners who have been offered a position and a contract (e.g. one of the above), should determine whether they also need a **work permit** to perform their professional duties. As some European nationals are exempt from the obligation to obtain it, it is necessary to make sure if you need it or not. If the permit is necessary, there are five types to choose from (A, B, C, D, E), which depend on your professional situation in Poland. Foreigners need not apply for it themselves – their employer files the documents and oversees the process at the voivodeship office. Sometimes a **labour market test** is required – a procedure to guarantee that there are no Polish or EU citizens to fill the vacancy. This, on the other hand, is done at the local employment office.

DECLARATION OF INTENT OF EMPLOYMENT

Some third-country foreigners fall under other regulations that are more favourable to them when looking for employment in Poland. People from neighbouring **Belarus, Ukraine and Russia**, as well as **Armenia, Georgia and Moldova** can take up work in Poland without the necessity of obtaining a work permit, if the work period does not exceed 6 months within 12 subsequent months. If it does, they ought to apply for a work permit on regular grounds.

Similarly to the job market tests, it is your employer's initiative to take care of the formalities at the local employment office. The office should be notified if the employee fails to start or stops working on the post specified in the declaration or if they want to change jobs. ■

Accommodation

Finding a satisfactory place to live in a new country may seem like a challenge. If you do not know where to turn and what to look for in the first place, please read on to find out about the options you have, the prices and other aspects that one needs to consider after relocation.

TEMPORARY SOLUTIONS

Coming to visit or for a short business trip? You obviously need not rent or buy property, you may as well use some of the various short-term solutions available to foreigners and travellers in general. Poland has a large network of **hotels** and **hostels** to cater for the needs of those visiting for a short period of time. They may range from luxurious five-star facilities in the centres of the biggest cities and the most tourism-oriented locations, through less prestigious but nonetheless comfortable (often familiar to foreigners) hotel chains as well as local hospitality enterprises. There are also numerous budget-friendly options, such as less common inns and B&Bs, and the most popular hostels, the latter usually being populated by younger visitors and backpackers, but obviously not reserved for them exclusively. In larger cities, especially, many house- and flat-owners decide for homestay options or short-term renting as an extra or primary source of money. In the vast majority of hospitality lodgings, booking should be available online, either directly through facility websites or through sites or apps specialising in such services.

STUDENT ACCOMMODATION

International students in Poland can constitute a separate group of people seeking lodging. Although they can stay in hostels or hotels initially, in the end they usually decide to either share a flat (see the next paragraph) or use a dedicated solution – **dormitory**. The main advantage of that is the fact that they usually have student-friendly prices and do facilitate meeting other students, networking and getting to know people from different nations. They are very often located right on the campus or in its proximity, which is always an advantage for people taking classes or conducting scientific research. While living in a dormitory you usually do not have to deal with tiresome issues such

as bills, Internet access or drawing up contracts – all of this is provided by the university and therefore you deal with it only at the beginning of the academic year. There is, however, the very high possibility that you would need to share a room with a stranger and the standard of some dorms may require some improvements. Many students believe that the experience is worth going through these inconveniences nonetheless!

FLAT HUNT

The most common option for expats willing to live in Poland for a longer period of time is renting a flat. This can be done along with a group of friends, by joining a set of people already living in an apartment, or simply by getting a place just for yourself. Sharing an apartment is nothing unusual in Poland for students and young professionals.

Various offers can be found in different places. The Internet is by far the most popular way of tracking them, as there are many popular ads portals (gumtree.pl and olx.pl are probably market leaders in this respect). However, there are also less popular but more foreigner-oriented websites, which offer apartment ads in foreign languages, usually in English. The prices may be given in euros or dollars, the flats – of a slightly higher standard, but they may also be more expensive than their counterparts on a Polish-language website.

Another popular solution is a real estate agency, but this may involve extra fees, commissions etc. Future tenants should bear in mind that the agency should not charge anything before a contract is signed. Flat viewings ought to be free as well.

Nowadays, one of the most effective ways of securing a place to live is checking out an expat Facebook group in your area. Sometimes it may be difficult to filter out just flat sharing ads, as there are all sorts of offers published there, but it is worth a try. Foreigners may find there not only other expats to befriend, but also help in the form of linguistic support, which may be invaluable in browsing some flat offers.

If you find your dream apartment to rent, make sure there is a valid contract to go with it. Scammers operate everywhere and it is crucial to look out for them, especially when money is involved. What to pay attention to? The security deposit should not exceed the amount you pay for two months' rent, the bills for electricity, water and gas, as well as other administrative costs, ought

CHOOSE FROM BUDGET-FRIENDLY OPTIONS LIKE HOSTELS FOR SHORT-TERM STAYS, TO SHARED FLATS AND YOUR OWN PROPERTY IN POLAND. STUDENTS SHOULD LEARN ABOUT UNIVERSITY LIVING FACILITIES.

to be clearly stated by the landlord. The renting and notice period is also something to discuss beforehand and include in the rental agreement.

BUYING REAL ESTATE

Despite the fact that renting is one of the most flexible options, more and more foreigners tend to buy real property

Did you know?

One of the legal requirements for foreigners living in Poland is getting a registered residence address (Polish: *meldunek*). From 2018 on, it is possible to have it done online, by first setting up your online verified profile (eGo), and then getting *e-meldunek*. More information at: www.obywatel.gov.pl

in Poland. There are a few reasons for that, such as relatively low prices or good investment prospects (renting or leasing it out will bring you profit in the future).

For expats, it is definitely easier to buy an apartment in Poland, rather than a house. In order to become a flat owner, one needs not to obtain any special permits. In fact, you do not even need to live in Poland permanently – it is acceptable to simply present a visa or a residence permit of whichever type. The regulation is also applicable to buying a garage.

Buying a house is much more tricky. To do the transaction, one needs to apply to the Polish Ministry of the Interior for a special permit granting you the right to acquire real estate. There are however exceptions to these rules. The most common ones say that you do not need the permit if you have been living in Poland for over five years on the ground of permanent residency or long-term EU residency (it is just two years for individuals in the same position who are additionally married to a Polish national). More information can be found on the Polish Ministry of the Interior website: www.mswia.gov.pl.

REGISTERED ADDRESS

Once a foreigner secures a place to stay at, it is important to register their address. Polish law obliges everyone who stays here for more than 30 days to have a single registered address (Polish: *meldunek*) which makes it easier to identify any individual's whereabouts.

You can get either a temporary or a permanent *meldunek*. The first one applies to those who know that eventually they will return to their home country, so e.g. students or specific-time contractors. A permanent registration of residence address is, however, designed for those who come to Poland with an indefinite stay in mind.

How to get the address confirmation? First, a foreigner needs to file a form to their local council (Polish: *gmina*) office. Third-country citizens need to remember to do this no later than on the fourth day of their arrival in the place of residence (for others the period extends to 30 days). You will also be asked to present a valid travel document and proof of the right to reside in a given flat or building (e.g. a rental contract).

As specified in the box (left), you can also file your application for *meldunek* online, which is certainly more convenient for many freshly-arrived expats. ■

SAMPLE PRICES WARSZAWA, AUG 2018



YOUTH HOSTEL:
PLN 120 per night for double room

5-STAR HOTEL:

PLN 800 per night for double room



DORM ROOM:
PLN 450 per month for double room

SINGLE ROOM:
PLN 900 per month



STUDIO FLAT:
PLN 1,800 per month

Bank accounts

With the growth of the number of migrants, some banks are striving to facilitate their processes available to foreign citizens residing in Poland. Is a passport enough to make the first step, and if not, what does one need to have a bank account in a Polish bank up and running? Let us walk you through the mechanism.

FOREIGNER'S STATUS & DOCUMENTS

Are you a European Union or European Economic Area member state citizen? Do you come from outside the EU? Are you a student? Do you hold a Pole's Card? Are you a visa or already a residence permit holder? It all makes a difference when it comes to foreigners applying for a bank account!

Banks need to make sure that you are who you say you are. This is why at the very start you may be asked to present a **proof of your identity**, usually in the form of a passport, your national identity card (if you come from the EU), or even a Pole's Card (if you have one). Students are requested to bring their **student IDs** along and **residence cards** are also necessary if you are already in possession of one (whether it is a temporary or a permanent one).

FEES

Opening a bank account is free of charge, but there are other fees involved once you set it up. They differ not only across banks, but also within one banking company which offers different types of products (accounts). Make sure that you realise what **charges** will be involved every month – these may include: account maintenance fee, debit/credit card usage fee, ATM charges and international transfer fees, which may be particularly tedious for foreign account holders. Compare different offers in various banking facilities and decide which one is best for you.

ONLINE BANKING

Poland is one of the most developed countries in terms of access to mobile banking solutions. Poles are eager

to use cashless payment methods, including contactless systems, and there are **16 million clients who regularly use e-banking** (2018, Polish Banking Association). There is also a growing portfolio of online products that can be utilised by foreigners as well – websites, mobile applications and other banking services. Sometimes though, the access to them is limited by foreigners' linguistic difficulties.

LINGUISTIC BARRIER

While your Polish is strong enough to go to a restaurant or interact with friends, it may not be sufficient to deal with banking issues. It is also advisable to know what you are legally obliged to by signing documents, and therefore any agreements that you make with the bank should be thoroughly known to you before you ink them. Unfortunately, bank contracts are usually available only in Polish, so sometimes it is necessary to even tag along a proxy, who can help you out. Make sure the person is a professional or at least a trusted individual who can really help you understand the contract.

To be on the safe side, however, one should check whether the account you set up will be possible to be managed in languages other than Polish. As for the ATMs and CDMs, as well as other banking devices – they are widely operated not only in Polish and English, but also German and Russian.

WHAT YOU GET

Make sure the offer you become interested in provides you with the best possible set of products you can get from a bank. It depends on your needs, but personal banking accounts can be accompanied by:

- debit cards (standard offer);
- an overdraft facility (subject to approval by the account provider);
- rate of interest for your savings and other investment programmes;
- free assistance services (medical helpline, home assistance etc.);
- cashback.

LOANS

When it comes to cash loans, Polish banks have changed their approach to foreign clients. In the past it was usually

IN POLAND EACH BANK HAS A DIFFERENT PROCESS REGARDING ACCOUNTS FOR FOREIGN CITIZENS. FOR MORE SPECIFIC DETAILS, IT IS BEST TO INQUIRE IN THE BANK'S BRANCH ITSELF.















EU citizens who could take credit, but now they tend to look more at the borrower's profile rather than their country of origin. Nevertheless, some criteria have to be met and banks will certainly ask about your:

- residency status (the longer, the better);
- employment history in Poland;
- your employer's profile, company size and your specific position within it;

- your education and marital status;
- period of time you have had an active Polish bank account.

Please note that banks investigate these cases individually. If your loan application is too risky, it may be rejected by the bank. It is also good to remember that mortgage requirements are even more restrictive than standard loans as they cover much bigger sums. ■

Service for foreigners in selected Polish banks

BANK	DOCUMENTS NEEDED FROM FOREIGNERS	SERVICE IN FOREIGN LANGUAGES
Alior Bank	passport and/or residence card or ID	 English helpline, website and mobile app
Bank BGŻ BNP Paribas	ID	  English and Ukrainian website
Bank Pekao S.A.	ID, passport or residence card	  English and Ukrainian helpline and mobile app
ING Bank Śląski	passport (non-EU citizens) or ID (EU citizens) declaration of address in Poland	  English and Russian helpline, English mobile app
mBank	ID and passport along with a residence card of an EU citizen in Poland	 English mobile app
Bank Millennium	passport and NIP (English: taxpayer identification number; applicable if a foreigner's country issues such)	   English, Russian and Ukrainian helpline
PKO Bank Polski	ID or passport	   English, Russian and Ukrainian mobile app

(DATA PROVIDED BY RESPECTIVE BANK CONSULTANTS IN AUGUST 2018)

Mobile phones & Internet

We all need mobile devices to make phone calls, text, pay, use social media, order food and... whatnot. Mobile phones have become crucial to those existing in the modern world and so can be a Polish phone number once you decide to move to Poland. Read on if you need help with understanding the network system in Poland, standard prices and requirements for foreign phone users.

USING YOUR OLD NUMBER

... may be tricky. Naturally, not everyone has to get a Polish phone or even number. If you would like to continue using your current one, you need to consider roaming costs though. Using a Polish mobile operator instead of your contracted network back in the home country may be economically challenging. It is different for EU citizens who have been able to use free roaming services since 2017, according to the rule "Roam Like at Home". The period of free roaming is not, however, unlimited and has been designed short visits to other EU countries in mind. If one decides to leave for another country permanently, it is still advisable to get a new phone number for local use. Besides, network operators have started to introduce limits on home country packages used abroad, so you need to consider your Polish options, starting with pre-paid systems...

PAY AS YOU GO SYSTEMS

The easiest solution for those who do not use their phones very often is getting a pre-paid SIM card that does not require drawing up a contract. Foreigners find this solution very convenient – it saves time and is less restrictive in formal terms. It is not, however, totally unrestrained. In Poland, every SIM card has to be registered upon its purchase, so that

the personal data of its bearer is assigned to the phone number. What does one need to register a phone number in an operator's store or associated agency?

- You need to be 13 or older;
- You need to present a valid ID, passport or residence card.

Once this is done, you get a SIM card that can be used all across Poland and in the EU according to the roaming rule described above. You can top up a minimum amount (usually starting from PLN 5) and use the money to pay for what you use by calling, texting or surfing the Internet. Once your credit runs out, you simply top it up again (online, in network's store or by buying credit in convenience stores, supermarkets, post offices etc.).

CONTRACTS

Although pre-pays give their users quite a lot of freedom, they do not work for those who tend to forget about watching their credit run out or buying top ups. Some may prefer a straightforward subscription plan that is easy to keep track of and includes a set amount of money to spend on calls, texts, data usage etc. The limit can always be exceeded adding to the total monthly bill. This is an attractive option especially for those who are in need of a new phone – you can get one for less than buying it on your own. Monthly subscriptions may also come with some additional bonuses – extra credits, more data to use, access to streaming platforms or even TV plans, so it is a good option for those who enjoy freebies!

Formal requirements include a contract which is drawn between a foreigner and a network operator. An expat is obliged to present their ID (EU citizens), passport or residence card (non-EU citizens) as in the case of registering a pre-paid SIM card. One thing that needs to be seen into is contract length – your consultant may suggest getting it for 24 or 36 months, but if your stay is shorter than that – negotiate. Before putting your final signature on the contract, make also sure you know the notice period in case you want to terminate the contract sooner.

IN POLAND THERE ARE FOUR MAJOR MOBILE NETWORKS: ORANGE, T-MOBILE, PLAY AND PLUS. THEIR OUTLETS ARE LOCATED IN CITY CENTRES, SHOPPING MALLS AND EVEN SMALL TOWNS!

CHEAP CALLS ABROAD

Some expatriates are particularly interested in finding a solution to make cheap calls abroad. There is a number of options, from free ones such as Skype, WhatsApp, Google Hangouts, FaceTime or Viber (though all of them require Internet access), to other products available on the Polish market. For instance, some may find useful a tool similar to pre-paid SIM cards – rechargeable calling cards that contain credits and let one control their spending on these slightly more expensive international connections. Such cards (e.g. Telegrosik, Telerabat) can be purchased in grocery shops, supermarkets, newspaper stands, post offices etc. in the form of scratch cards or simply printouts with unique codes.

There are also some unique pre-paid operators such as Lycamobile or Klucz, who offer SIM cards with favourable international prices. However, many Polish mobile networks have been offering more and more preferential tariffs due to increasing numbers of migrants in Poland. Checking their offer for international calls may also be a good idea before making your final decision.

INTERNET IN POLAND

As mentioned above, sometimes the need to stay in touch with family may be satisfied by simply using Internet-based tools. Access to the Internet in Poland is very wide and as a foreigner you should not have any problems with that. Poland is full of hotspots and once your plane lands or your train arrives – you can immediately access public wireless networks. If you are a student, you will obviously be able to use Eduroam Wi-Fi in all university facilities. Always remember that public networks are not as secure as private ones and make sure to avoid risky operations online.

Mobile data transfers in Poland are often said to be cheaper than in other parts of Europe. Once you receive your Polish SIM card, you get access to data plans that may even suffice your cell phone and laptop needs. For an additional charge, you can ask for another SIM card for your tablet or other devices.

If you are renting an apartment, there is a high possibility that the landlord can already provide you with an Internet connection. If they do not, ask them to set the broadband up for you and do not arrange anything legally binding without the flat owner's permission. Polish apartments can use cable, local providers or DSL Internet (whichever works better for the area you live in). You will simply have the costs added to the monthly rent and you can surf away! ■

USEFUL MOBILE APPS IN POLAND



JAKDOJADE

Covers public transportation routes in major Polish cities



NEXTBIKE

Public bike rental app in selected cities



UBER

Car-sharing app available in some cities



TRANSFERWISE

Allows for international money transfers



SKYCASH

Mobile payments, including parking and tickets



PYSZNE.PL

Biggest food delivery company in Poland



GOING.

Shows cultural events in your immediate location

Public transport & driving

People are constantly on the move – in Poland to get from one place to another you can either choose very efficient public transport or drive your own car. Both options have their advantages so expats face a tough choice – learn how they work and decide what your commute is going to look like after the big move.

BUS OR TRAM?

In the majority of Polish cities and towns there is a dense net of **bus** connections that can take you anywhere you wish to. Ticket fares are quite low – you can purchase a single one for about PLN 3 (within city limits). Depending on where you end up, tickets can be bought in newsstands, ticket machines (inside buses or near bus stops) or sometimes directly from the driver.

Tramway transport is very similar to this – many cities offer it and you can use your tickets interchangeably in buses or trams. In Gdynia, Lublin and Tychy there also trolleybuses, unique vehicles moving along electric overhead wires, which are also included in ticket systems of those cities.

Polish public transport is quite reliable and easy to use. Buses usually have their routes displayed inside and outside on electronic or paper boards. In the majority of Polish cities there is no rule of boarding through the first door only – you can enter through any of them, but you need to be prepared for unexpected ticket controls from time to time! In order to pass it successfully, you need to validate your paper tickets in special machines inside and show them to inspectors upon routine controls.

METRO

Many expats make Warszawa their first Polish destination, after all it is the biggest business and cultural centre and

the capital! It is also the only city where there is an **underground system** that can easily take citizens to destinations across Warszawa. Currently there are only two metro lines (with one being under construction in some parts). The underground tickets in Warszawa are also part of the universal cross-city ticket system, so no need to buy separate ones.

Will there be other underground transport systems in Poland in the future? Kraków swears to have made first preparations for that by 2020. Similar plans have been mentioned with regard to the Silesian agglomeration, although no specific projects have been discussed as of yet.

There are, however, decent subway substitutes in many cities across Poland – **commuter trains** that cover entire agglomerations and get people straight to city centres. They have few stops on the route and move fast – what else do you need when in a hurry?

ECO-FRIENDLY OPTIONS

Both cities and smaller towns have been gradually introducing public **bike rental systems**. As the infrastructure for cyclists develops, there are also more people eager to use them on a regular basis. The fees for city bikes are really low, rental stations can be found around the corner, and it is the healthiest option of all presented so far.

For those coming from outside Europe it is also worth noting that Poland is a country where you can reach your destination **on foot**! Old Towns can be excluded from traffic and sometimes walking is necessary. It may be easier to walk a few blocks down rather than look for a bus or call a cab for such a small distance.

DRIVING IN POL AND

Some people will not be persuaded to give up cars by any means, but in Poland it does not constitute a big problem. Yes, the **traffic** is heavier in the morning and in late afternoon, but no, it is not worse than in any other places. Driving works well for commuters from suburbs or will help you move across the country to see the full beauty of Poland.

CARS ARE A POPULAR MEANS OF TRANSPORT, BUT CONSIDER THE NATURE. PUBLIC TRANSPORT IN POLAND IS RELIABLE AND ACCESSIBLE, SO THERE IS NO NEED TO GIVE UP ON GETTING A TRAM TO AND FROM WORK!

Poland uses the right-hand traffic, just like most European countries do. This rule of the road has been officially in use since the 1920s and no other option is possible. Driving rules are applied in a straightforward manner – whatever is established by the law, should be implemented on the road. This applies to the use of **seatbelts** (they are always obligatory), strict **drunk-driving law** (the acceptable limit of blood alcohol content is 0.02%) and numerous **speed restrictions** (there are radar traps and police controls on Polish roads).

USING HOME COUNTRY LICENCE

If you are an **EU citizen**, you can drive using your own licence as long as it is valid and not restricted in any way. Nevertheless, please bear in mind that after 180 days of residing in Poland you are obliged to exchange your EU driving licence for a Polish one, otherwise facing problems with car insurance. Your original document will be collected and sent back to your home country, but you will be able to retrieve it upon coming back.

People from outside the Eurozone can also use their licence provided it is accompanied by the International Driving Permit. This passport-like document has to be paired with your own driving licence and, as in the case of European documents, is valid only for 180 days. After this period foreigners residing in Poland need to either exchange their driving documents or apply for a Polish driving licence.

DRIVING LICENCE IN POLAND

The application process is subject to **four conditions**: being a resident of Poland (here understood as staying in the country for over 180 days), meeting age requirements of the driving category you wish to obtain, passing medical tests and passing a theory and practice driving examination. Before that, a driving course is obligatory – it costs around **PLN 1,000**, and if you are lucky enough, you may find a driving school that provides instruction in English.

When it comes to the exams, both parts can be taken on the same day or separately, whichever option suits you more. The theoretical exam fee is **PLN 30**, while the practical one costs **PLN 140**. The former is 25 minutes long and

contains 32 questions revolving around typical traffic-related situations and practical knowledge. The driving exam includes pointing a correct part of the engine area under a car's bonnet and driving along curved lines so as not to cross them. The last part before driving out into the city is doing a successful hill start with the use of a hand-brake. If all of the above are conducted correctly, an examinee is asked to drive the streets, usually following a set route known by driving instructors from the local area. If no serious mistakes are made, your exam is passed.

RECEIVING THE DOCUMENT

Before doing the WORD tests each candidate is obliged to apply for a PKK (driver candidate's profile) by filing a form. In order to do that, foreigners will need a valid ID, medical certificate of being fit for driving, one current photograph in colour (size: 3,5 cm x 4,5 cm) and a copy of a visa or residence permit. This makes the whole process easier and after a successful exam you should get your licence within two to four weeks. ■

Going outside Poland

Planes are the easiest option for travelling abroad. There are 15 airports in Poland that operate internationally – you are bound to catch a flight!

Coaches operate internationally, too, however you will not get farther than a few countries deep into the European continent.

Trains have always been a means of transport that covered large distances. Now they can also take you across Europe and offer such convenient solutions as restaurants or sleeping cars on board.

Learning Polish

English is the most wide-spread foreign language in Poland, but who said that Polish should be forsaken by foreigners? Any attempt to speak Polish makes you a superhero in Poles' eyes and learning it is certainly a proper brain exercise! Are these reasons not enough to make you give Polish a try? If not, we have more to encourage you.

MEET POLONIA

Even if you are not permanently based in Poland, your Polish skills may be useful in various contexts all over the globe. There may be even 50 million people in the world who speak Polish as their first language and consider it their primary means of communication. These are usually Polish emigrants or their direct descendants and there are a few places on Earth where their population is unusually high: the USA (overall about 10 million people, especially in Chicago) and Canada, Germany (2 million people of Polish heritage), and... Brazil (nearly 2 million people) or France (historically very popular migration destination among Poles). There are also the most recent Polish migrants in the UK (over 1 million Poles).

These people, still very much connected to their Polish roots and heritage, including the language, are very often entrepreneurs, specialists or creators that can make a great business connection. Having the advantage of communicating with them not only in English or another language, but also in Polish, can be a winning factor for any non-Polish speaker in many circumstances.

UNDERSTAND POLAND

With the growing significance of Poland in the modern world (its promotion to the developed countries club and overall increasing position within its region and Europe), Poland is becoming a key partner in many areas of the modern world. It does not mean that you cannot understand Poland if you do not speak Polish, but it does help. Many issues of the way the world is perceived are deeply rooted in the language and after spending some time in Poland you may still find some of them implausible. Maybe learning the language would help?

Getting by on a daily basis is also an important factor to consider. While expats can function in big cities for months on end with just *dziękuję* and *dzień dobry*, this does not guarantee them much communication success after leaving for the countryside or even a smaller town. They may still be able to find English speakers among younger people, but visiting a grocery stall or going to a post office will be much easier if one makes the effort to learn the basics.

You will find that even day-to-day interactions will become easier and may make your life more enjoyable. While many foreigners find Poles a bit reserved, actually understanding some word games or sarcastic remarks may open their eyes to the specifics of the Polish sense of humour. There are also some words that are simply untranslatable – try asking your Polish friend what *załatwić* or *dziadostwo* mean in your language!

START STUDYING

Foreigners that make up their mind to learn Polish have a tough, but rewarding path ahead. It actually makes a difference whether you are still based in your country or already in Poland. The former option provides you with less opportunities to find a qualified teacher, but we have some hints as to what can be done...

- **Online lessons**

With the technology available today and native Polish speakers living all over the world, finding an online tutor should not be an uphill task. You can schedule lessons via Skype, use another dedicated platform or video/voice chat to monitor your progress. This solution is definitely a good idea for a start and allows foreigners to receive tutoring in a non-classroom environment.

- **Authentic content**

Thanks to the Internet, accessing Polish-language newspapers, websites, podcasts, TV and radio programmes has become a real no-brainer. One of the most useful media is YouTube with a whole range of native Polish speakers vlogging about any topic you can be possibly interested in – ranging from pure entertainment content to discussing political or historical matters. There is also a constantly growing community of expat YouTubers coming from different parts of the world to follow if you wish to learn not only about the language, but also cultural differences.

THE FIRST SENTENCE EVER WRITTEN DOWN IN POLISH WAS SAID BY A MAN TO HIS WIFE: *LET ME, I SHALL GRIND THE GRAINS, AND YOU TAKE A REST.*

• Books

This traditional way of doing things may work for some of you. There is a variety of books dedicated to teaching Polish as a foreign language, but you have to carefully examine which one works best for you. Some of them are made for people who are native speakers of specific languages (e.g. for English, German or French speakers). Such a course of study ideally should in fact be accompanied by some guided instruction or real-time interaction.

- ✓ Around the world there are nearly 50 million people who speak Polish.
- ✓ Poles use the Latin alphabet, but it needed 9 extra letters to represent sounds specific to Polish.
- ✓ The word *żdźbło* (blade of grass) was selected as a favourite word in Polish.
- ✓ American FSI has put Polish in the 2nd hardest category of languages to master for English speakers.
- ✓ Knowing Polish, you may be able to understand bits of Slovak, Czech and other Slavic languages.

• Language classes

If you happen to be already in Poland, you ought to consider signing up for a Polish course. Not only will you learn and interact with others, but also it is likely you will meet other expats, which always helps in a new place. Bigger cities in Poland offer courses by language schools, while academic centres usually have classes for foreign students or dedicated schools of Polish as well. Look for a perfect match – if you do not feel satisfied with your group or teacher, try changing it up a bit – it will be hard to immerse yourself in the language among people you do not get along with. The offer of classes is constantly growing!

GET CERTIFIED

Regardless of your previous course of study (independent or organised classes), you may sit a Polish as a foreign language exam organised by the official authorities. The certification examinations are conducted on three levels of language proficiency: basic user, independent user, and proficient user. It tests the key competences of any language user (grammar, reading comprehension, writing, and speaking). You need to be 18 or older to take the test. The examination is not free and starts from EUR 120 for B1 level exams. There is also a fee for issuing the certificate – EUR 20. More details may be found at www.certyfikatpolski.pl.

Who needs a certificate of proficiency in Polish? It may soon be one of the requirements for obtaining a permanent residence permit (you will need to pass a B1 exam or higher) for all foreigners above the age of 16. It is also compulsory in some cases of applying for a Polish citizenship. ■

Some useful Polish expressions

Hi / Bye	Cześć /cheshch/
Good morning	Dzień dobry /jen DOH-brih/
Goodbye	Do widzenia /doh vee-DZEN-ya/
Good night	Dobranoc /doh-BRAH-notz/
Thank you	Dziękuję /jen-KOO-yeh/
I'm sorry / Excuse me	Przepraszam /psheh-PRAH-shahm/
Please / Here you are	Proszę /PROH-sheh/
Yes	Tak /tahk/
No	Nie /nyeh/

FOOD PRICES

as of August, 2018 in Warszawa

exchange rate: EUR 1 = PLN 4.29



milk (1 litre)
PLN 2.30

cheese (10 slices)
PLN 3



bread (1 loaf)
PLN 2.50

eggs (10)
PLN 7



croissant
PLN 1.50

strawberry jam (230 g)
PLN 4



chicken (1 kg)
PLN 12

chocolate chip cookies
PLN 4



sausages (200 g)
PLN 7

fizzy drink (1 litre)
PLN 3.50



potatoes (1 kg)
PLN 2

apples (1 kg)
PLN 2.50



bananas (1 kg)
PLN 3.30

cherry tomatoes (500 g)
PLN 5



Where to shop?

Convenience stores:

- ABC
- Delikatesy Centrum
- Dino
- Groszek
- Małpka Express
- Społem
- Żabka

Discount stores:

- Aldi
- Biedronka
- Lidl
- Netto

Supermarkets:

- Lewiatan
- MILA
- Piotr i Paweł
- POLOmarket
- Stokrotka

Hypermarkets:

- Auchan
- Carrefour
- E.Leclerc
- Kaufland
- Tesco

PRICES OF SERVICES



Taxi

PLN 2 per kilometre
(starter fees may vary)



Cinema ticket

PLN 30, discounts
available for students,
veterans, seniors etc.



Gym membership

PLN 110 (amount per
month if contract signed
for one year)



Swimming pool
per hour
PLN 14



Facial treatment
PLN 140



Haircut (male)
PLN 40



Gel manicure
PLN 60



Beer
PLN 10



Pizza
PLN 25



Cheeseburger
PLN 4



Latte to go
PLN 12



**Polish language
group course**
PLN 700 for 44 hours
of study

BANK HOLIDAYS

2019

1 January (Tuesday) New Year's Day

6 January (Sunday) Epiphany

21 April (Sunday) Easter

Do not miss Easter celebrations!
Find out more at:
www.CareersinPoland.com/Easter

22 April (Monday) Easter Monday

1 May (Wednesday) Labour Day

3 May (Friday) Constitution Day

9 June (Sunday) Pentecost

20 June (Thursday) Corpus Christi

Haven't heard of this holiday?
You can learn more at:
www.CareersinPoland.com/Holidays

15 August (Thursday) Army Day

1 November (Friday) All Saints' Day

11 November (Monday) Independence Day

This year we celebrate the centennial
of Poland's Independence.
Learn more:
www.CareersinPoland.com/Poland100

25 December (Wednesday) Christmas

Find out how Polish people
spend Christmas.
Go to:
www.CareersinPoland.com/Christmas

26 December (Thursday) Boxing Day



Student organisations



www.aiesec.org



fernanda.vergara@aiesec.pl



www.facebook.com/aiesecpoland



www.linkedin.com/company/aiesec-polska

AIESEC is a global youth-led organisation striving to achieve peace and fulfilment of humankind's potential by activating leadership qualities in youth through learning from practical experiences in challenging environments. Together with partner organisations, AIESEC facilitates a network of cross-cultural exchanges in the form of volunteering experiences and professional internships.

Global Entrepreneur is an internship experience within a startup where young people can explore, learn and contribute to the entrepreneurial world. Learn what it takes to run a venture through gaining hands-on experience for yourself. Take it to the next level by exploring a new culture and environment as you work in a startup as you work in a start-up abroad. Make the right connections and grow your professional network.

Global Talent is an internship experience for young people aiming towards professional career development in a global setting.



www.esn.pl



board@esn.pl



www.facebook.com/ESNpoland



www.linkedin.com/company/esn-poland-association

ESN Poland Association is proud to be part of the biggest student organisation in Europe! Erasmus Student Network is the key volunteering organisation in the European higher education area. We are present in 41 different countries, at more than 1,000 higher education institutions. Our volunteers, united in 530 local sections around Europe, work on a daily basis to provide international students with the high quality services under the motto „Students helping Students”.

ESN operates on three different levels (local, national, international) and altogether gathers approximately 15,000 young people whose aim is to support and promote the students' mobility within the Erasmus+ Programme opportunities. As our core business appears, domestic students unite and work together for the good of their foreign peers. Our objective is to make their mobility period the most unforgettable it can become.

We believe that what we do not only contribute for the better presence, but also for the more open-minded, tolerant and sustainable future of European Citizens.



www.aegEE.waw.pl



external.relations@aegEE.waw.pl



www.facebook.com/aegEE.warszawa



www.instagram.com/aegEE_warszawa

AEGEE is one of Europe's biggest interdisciplinary student organisations. As a non-governmental, politically independent, and non-profit organisation AEGEE is open to students and young people from all faculties and disciplines. Founded in 1985 in Paris, today AEGEE has grown to a Network of 13,000 AEGEEans, present in 161 cities in 40 countries all over Europe. In Poland AEGEE is present in 11 cities, including Warszawa, Kraków and Gdańsk.

“My stay in a foreign country wouldn't be the same without AEGEE, a student association that allows you to build sincere and solid friendships anywhere you go. If I love Poland so much, it's also because of AEGEE: particularly in this country, all the people involved in this organisation are enterprising, welcoming and always available to help others.”

- Fabio Romelli



www.iaeste.pl



www.facebook.com/iaestePoland



pl.linkedin.com/company/iaeste-poland



www.instagram.com/iaeste_poland

IAESTE (the International Association for the Exchange of Students for Technical Experience) is an association that has been working for 70 years. Our organisation was founded in 1948 at Imperial College in London in a post-war effort to promote better understanding between countries and cultures.

Since its foundation, the association has exchanged in excess of 350,000 students, annually playing an important role in giving technical undergraduates practical work experience and a global perspective. We are a non-profit organisation and our members' work is voluntarily. For 70 years the organisation has grown to include 84 countries worldwide and cooperate with more than 5,000 companies and institutions.

Polish



Szczecin

Major seaport and growing business destination neighbouring Germany



Poznań

Important business, trade, educational and cultural centre



Wrocław

Biggest city in western Poland with thriving business, education and culture



Łódź

Third-largest city located in central Poland and former industrial hub



Tricity

Szczecin

Poznań

Wrocław

Katowice

cities



Tricity

Agglomeration of three important cities:
Gdańsk, Gdynia and Sopot



Warszawa

Capital city of Poland with over
1.7 mln inhabitants



Rzeszów

Largest city in southeastern Poland
with growing investments



Kraków

Historic capital, second largest
business destination and city
most popular with tourists



Katowice

Centre of the Silesian Metropolis,
area key to Poland's economy



COMPANY PRESENTATIONS



Accenture Operations



Cities: Kraków, Warszawa

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3M page 53



City: Wrocław

ARLA GLOBAL SHARED SERVICES page 53



Cities: Gdańsk

BARRY CALLEBAUT page 54



City: Łódź

BECTON DICKINSON page 54



City: Wrocław

ELAVON page 55



City: Warszawa

FUJITSU page 55



City: Wrocław

FRESENIUS KABI page 56



City: Wrocław

FRESENIUS MEDICAL CARE page 56



City: Wrocław

GOLDMAN RECRUITMENT page 57



City: Kraków, Warszawa, Wrocław

HEINEKEN GLOBAL SHARED SERVICES page 57



City: Kraków

IKEA BUSINESS SERVICE CENTER page 58



Cities: Poznań

PROCTER & GAMBLE page 58



City: Warszawa



DSV ISS



Cities: Warszawa

See page: 49



H&M



Cities: Warszawa

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INTERNATIONAL  PAPER

GLOBAL BUSINESS SERVICES CENTER

International Paper

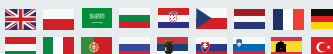


Cities: Kraków, Warszawa, Kwidzyn, Gdańsk

See page: 51



Shell Business Operations



Cities: Kraków, Warszawa

See page: 52



Where? Kraków, Warszawa

ACCENTURE OPERATIONS

NEW APPLIED NOW



pracaaccenture.pl



joinoperations.pl@accenture.com



facebook.com/AccentureOperationsPoland



www.linkedin.com/company/accenturepoland



Who are we?

Accenture is a global professional services company, providing a broad range of services and solutions in strategy, consulting, digital, technology and operations. In Poland, Accenture offices are in Warsaw, Cracow, Wroclaw, Lodz and Katowice.

Accenture Operations in Warsaw and Cracow supports leading organizations in transforming their existing business operations model. Our team manages processes in fields such as: finance and accounting, marketing, IT, applications development and maintenance, social media monitoring, project management, business excellence and customer services.

What makes us different?

We appreciate diversity and support promoting good practice in full acceptance of the LGBT community, ethnical minorities or people with disabilities. We promote a parents-friendly workspace, where they can fulfil themselves professionally and have time for family and their passions. Gender equality is an essential element of our inclusive workplace.

Join us

When you think about work, look for a place where you will be able to develop as fast, as the world around you. You want to gain new skills and test them in action together with experienced mentors. When you decide to go further, you'll be sure that you are prepared for it. Join the people who know what it means to be FutureProof.



SEE OUR EMPLOYEE
QUESTIONNAIRE
ON PAGE 61

BENEFITS

- Online and classroom trainings;
- Program introducing new employees into company;
- Possibility to be involved in charity actions;
- Private medical care;
- Multisport card;
- Lunch card;
- MyBenefit platform with points to spend on culture, travels, sport or studies;
- Life insurance.

JOB APPLICATIONS

1. Apply online
2. Solve test
3. Talk with HR specialist
4. Meet future Manager
5. Drop in for last interview
6. It's done, welcome to Accenture!

INTERNSHIP APPLICATION

1. Apply online
2. Solve test and talk with HR specialist
3. Meet future Manager
4. It's done, welcome to Accenture!



Where? Warszawa, Szczecin, Katowice, Wrocław, Kraków

How many people? 1,300

How many more in 2018/19? We recruit all year round

Job Opportunity



www.dnccareer.pl



www.youtube.com/user/DieboldInc



www.facebook.com/dnpland



www.CareersinPoland.com/diebold-nixdorf



Who are we?

Diebold Nixdorf is a world leader in driving connected commerce for millions of consumers each day across the financial and retail industries. We are an innovation partner for nearly all of the world's top 100 financial institutions and a majority of the top 25 global retailers. We are helping our customers shape the future of consumer transactions.

Diebold Nixdorf employs approximately 25,000 employees in more than 130 countries around the world. We have been operating in Poland since 1990.

Departments & processes

Global Delivery Centre EMEA placed in Warszawa and Szczecin employs more than 700 specialists that provide customer service in more than 19 languages. We are not a typical call centre or hotline – we provide technical support to customers that use our products and services and we also share knowledge with them.

Global Delivery Centre EMEA in Katowice employs over 250 IT people. Starting from Junior QA, through Front-end, Back-end and Full-stack Developers, up to Senior Project Managers, we have all positions needed to deliver end-to-end professional software.

EMEA Business Services in Warszawa is one of a network of shared services centres supporting Diebold Nixdorf Group entities. Out of Warsaw approximately 250 specialists are supporting Diebold Nixdorf companies in Europe and Africa. In addition, we work for the regional headquarter and for group central services in small, dedicated teams in 15 languages.



SEE OUR EMPLOYEE
QUESTIONNAIRES
ON PAGES 62-63

HOW TO APPLY

Find the job offer that interests you on www.dnccareer.pl and fill out the application form. If your profile matches the requirements of the job, we will call you to conduct a brief interview, then we will invite for a meeting with the team manager and the recruitment specialist in our office. It will be an opportunity for us to find out more about your potential and expectations and for you to get more information about the position. We will inform you within 1 week about the results. If it turns out that we are the right fit, we will make you a job offer.

OUR BENEFITS

By joining Diebold Nixdorf you will have an access to such benefits as Multisport Card, private medical care (maximum plus option), life insurance, relocation package, relax rooms with PS4 or foosball, buddy program, recommendation program, refund for glasses, 26 days of holidays, additional payment for night hours, lunch cards for night shifts, language courses, coffee and tea in the kitchens and fresh fruits every Friday.



**DSV INTERNATIONAL
SHARED SERVICES**

Where? Warszawa
How many people? 900+
How many more in 2018/19? 400+



www.dsv.com



rekrutacja@pl.dsv.com



www.linkedin.com/company/dsv



www.facebook.com/dsv.corporate



www.youtube.com/user/DSVGlobalLogistics



www.CareersinPoland.com/dsv



Who are we?

DSV is one of the world's leading transport, freight forwarding and logistics companies. Headquarters are located in Denmark and the offices in more than 80 countries. DSV employs more than 45,000 people on six continents. **DSV International Shared Services (DSV ISS)** is located in Warsaw. We employ more than 900 fantastic people and due to our constant development this number is constantly increasing. We are hiring mainly in the following areas:

- IT (Global and Local Teams)
- Finance
- Accounting Services
- Data Analysis
- Data Reporting
- Operational Shared Services
- Shipping
- Customs Administration
- Claims Handling
- Business Support

Working at DSV ISS, no matter where you start, you will collaborate with people from many different countries and use English language on a daily basis. It is a fantastic feeling to be a part of our Global Team! Our best performers take part in the Talent Program or Leadership Academy. At DSV ISS we support each other and believe the good atmosphere is key to success. Come join us!

Benefits

Business English lessons, private medical care, sports card, employee rewards, well-located and ergonomic office, bike parking and showers, fruit and vegetable, flexible working hours, possibility to work remotely, company sports groups, bonding parties, CSR projects, Christmas and Easter gifts.



SEE OUR EMPLOYEE
QUESTIONNAIRE
ON PAGE 64

HOW TO JOIN DSV ISS

DSV ISS is developing and we lead numerous recruitment processes. You can apply for a chosen position or if the current positions are not what you are looking for, send us your CV to rekrutacja@pl.dsv.com. The next steps are: a phone interview and a job interview conducted via Skype or at DSV ISS in Warsaw. In case of chosen positions, we use online tests. We are a member of the Coalition for Friendly Recruitment.

GLOBAL MOBILITY

DSV realises how its global presence contributes to the development and career progressions of its Employees. We utilise this potential for the Global Mobility Programme. While offering international assignments for our Employees, we also understand the importance of a respective relocation package to enhance the settling-in abroad and make it as simple as possible. We have several assignment types with defined relocation benefits scope to enable transparency and consistency across the globe. The investments in the programme bring great return on investments for Employees, Customers and DSV itself.



Where? Warszawa
How many people? 260
How many more in 2018/19? 240



www.hm.com



recruitmentcs.warsaw@hm.com



www.facebook.com/hmpolskahm



www.CareersinPoland.com/hm



Who are we?

That's a good question, especially when it comes to one of the biggest fashion retailers in the world. We are the people, people who create, people who influence, people who support, people who work as one team to run the business and at the same time to let our own potential and unique talents shine in our H&M Customer Service Center in Warsaw. When we opened our CS Center in February 2016, we had a staff of 65 people and now, after 2.5 years, we have 250 great people on board. At our Center service is delivered by agents who have joined H&M from Croatia, Poland, Romania, the Czech Republic, Slovakia, Turkey, Hungary, Russia and Bulgaria. Our management team consists of people from Hungary, Romania, Poland and Ukraine. We appreciate diversity that brings new perspectives and gives us a chance to learn from each other. WE ARE ALWAYS LOOKING FOR PEOPLE, but we won't just hire those who have the right experience; it goes beyond that. We need to be a good fit for each other and live by the same values. Only this way we can succeed together. There are no set career paths. Do a great job here and now, put our values into practice and become a future leader!

Benefits

It's important to us that each employee feels appreciated and treated well in every way. In addition to basic benefits like a lunch card for all restaurants and bars, a discount card for all H&M brands, sports and leisure discounts, life and medical insurance and relocation package, we also deliver internal training sessions on every level. Monthly reviews with new employees and annual dialogues with more experienced ones are some of the tools we use to support employees in reaching their potential. Our internal development program gives our employees one month with mentors to get to know the specifics of other positions within the company. Every month we reward Employee of the Month from each team and every quarter – an Employee of the Quarter. In order to have time for maintaining a friendly atmosphere, we arrange a few integration parties during the year.

APPLICATION PROCESS

You can find our adverts on different foreign and Polish job boards.

Recruitment process consists of:

Phone contact to verify your identity/motivation and to present our job offer.

Assessment Center with group exercise, interview and talk with a Team Leader, if you are abroad – an interview and talk with a Team Leader over the phone.

Email test to verify grammar and appropriate writing style.

Role Play with one of our first line agents. And Welcome to H&M!

RELOCATION PACKAGE

After completing the recruitment process, our Recruitment Administrator guides employees through the relocation procedures and is always in touch with newcomers. We provide tickets to Warsaw for airplane, train, or other modes of transportation and an airport taxi that takes newcomers to company's apartments. In order to provide the newcomers with enough time to find their own accommodation, a company apartment is arranged for up to 4 weeks. When new employees arrive, our Team Leaders are happy to help them to assimilate by answering questions and generally lending them a hand.

INTERNATIONAL  PAPER

GLOBAL BUSINESS SERVICES CENTER

INTERNATIONAL PAPER

Where? Kraków, Warszawa, Kwidzyn, Gdańsk**How many people?** 600+**How many more in 2018/19?** 150

Infinite Possibilities

**SHAPE
OUR FUTURE**by supporting our
communities and a
greener worldwww.internationalpaper.com

Recepcja.Krakow@ipaper.com

www.facebook.com/InternationalPaperwww.linkedin.com/company/international-paper/lifewww.CareersinPoland.com/international-paper

Who are we?

We could be making smartphones, rockets or sport cars... but we do what we do best for the past 100 years – we make products that people depend on every day.

International Paper is a leading global producer of renewable packaging, pulp and paper products. We are located in more than 24 countries employing 52,000 people.

In 2004 International Paper was among the first organizations to choose Kraków as the home for their Global Business Services Center (IP GBSC). Now we are an established and expanding center with over 600 employees delivering a variety of advanced, value-added services. We cooperate with other International Paper's offices and manufacturing sites all over the world.

IP GBSC is a great place to grow for employees educated and specialized in various fields: Global Customer Service, European Supply Chain, IT (Business/Process Analysis, IT Project Management, IT Service Desk and Regional Support, Data Center Operations, Technical Application Services, Telecom, Information Security), Finance (Financial Planning & Analysis, Accounting, Credit Analysis, Audit and Tax), Global Sourcing, HR and Administration.

Join our team and enjoy:

- Newly renovated, people friendly office in the city centre;
- Development opportunities, like free language classes, expert-led training;
- Big choice of benefits (not only Multisport);
- Multiple wellness initiatives and company parties;
- Wide range of private medical services;
- Infinite Possibilities to Express your Best and Shape our Future.



SEE OUR EMPLOYEE
QUESTIONNAIRE
ON PAGE 65

MAKING WHAT MATTERS

Our Vision is to be among the most successful, sustainable and responsible companies in the world. We are proud to engage in Corporate Social Responsibility (CSR) and make a positive impact on the local community and our employees. At IP GBSC, with our "Branches of Giving" grant program and other CSR initiatives, we focus our support around three areas: **environmental education, literacy and health**. Employee volunteering activities and events such as Earth Week, or Bake a Cake for Charity mobilize our people throughout the year. It builds a sense of community and makes us proud of who we are.

HOW TO JOIN US

To join us visit, www.internationalpaper.com/careers and submit your application. We will review it and, if your profile matches the job criteria, we will contact you to talk about the role. This initial call is usually in English and takes 10-15 minutes. In the next step, we will invite you to an interview with a hiring manager and HR. In some cases a test, assessment centre or additional interview may apply. If you like us and we like you – welcome on board!



**SHELL BUSINESS
OPERATIONS**

Where? Kraków, Warszawa

How many people? 3,600

How many more in 2018/19? constantly recruiting

**JOIN
A GREAT
PLACE
TO WORK
TODAY!**

Find out more on
www.shell.pl/krakow
and apply today!

Great
Place
To
Work.

Best Workplaces™
POLAND 2018



www.shell.pl/krakow



www.CareersinPoland.com/Shell-Business-Operations



Who are we?

Shell Business Operations Kraków is created by an international team of over 3,400 professionals representing 49 nationalities. Together with our associates from all over the world we create one of the most remarkable businesses. We are the key part of complex processes for the whole company. We work in over 18 foreign languages, being responsible for business operations' realization in 10 departments: Finance Operations, Customer Operations, HR Services, Contracting & Procurement, Lubricants Supply Chain, Internal Communication, Trading & Supply, Logistics, Legal, Common Infrastructure Management. Our company allows you to make a global impact through a wide range of projects. With us, you can embark on a new, international career path. You can continue and expand your current professional experience, broadening your range of knowledge.

Thanks to cooperation with us you gain:

- Meaningful work in a company that is universally respected as a truly global energy leader (one of the world's biggest companies according to Fortune Global 500);
- Good atmosphere at work and comfortable working environment: own canteen, relax and game rooms;
- Attractive salary package and annual bonuses;
- Medical care and individual life insurance;
- Sport programmes and facilities e.g. Multisport Card, vouchers for free time activities;
- Additional funds for trainings, certifications, sport sections and the EuroShell Card;
- Bonus for referring your friend to work.



SEE OUR EMPLOYEE
QUESTIONNAIRES
ON PAGE 66

APPLICATION PROCESS

1. Visit www.shell.pl/krakow to check new vacancies and apply.
2. After the CV analysis, our recruiters contact you for a pre-interview and/or tests.
3. The next step is a job interview in Kraków with our recruiter and manager.
4. The last part of the recruitment process is the final job offer.

Shell is an Equal Employment Opportunity Employer of Minorities, Females, LGBT Equality and Individuals with Disabilities. Join Shell Business Operations and start something remarkable!

RELOCATION PACKAGE

Shell provides financial support for foreigners who move to Poland to work in Shell Business Operations Kraków. In addition, we help our new colleagues to find an apartment, complete all formalities and offer them an excellent benefits package. What is more, Shell runs "International network" – the activities/events to help foreigners integrate with the Shell's team and new environment.



3 M



www.3m.pl/kariera



www.facebook.com/3MKariera

DESIRED LANGUAGES



3M

3M is a global science company which never stops inventing. Hiring over 90,000 employees worldwide, 3M applies science and innovation to make a real impact by igniting progress and inspiring innovation in lives and communities across the globe. Today, more than 60,000 3M products are used in homes, businesses, schools, hospitals and other industries. On the Polish market 3M has been operating for almost 30 years and hiring over 3,000 employees. In Poland 3M operates in the area of manufacturing, marketing and sales and shared services.

3M GLOBAL SERVICE CENTER

3M Global Service Center was established in Wrocław in 2015 to provide business services to other 3M branches in the region of Europe, Middle East and Africa. Being on the market for over three years, 3M GSC has been named a Great Place to Work® second time in a row (in 2017 and 2018). 3M GSC hires almost 650 employees and is still growing.

WHO ARE WE LOOKING FOR?

We are searching for high potential individuals focused on their professional development in below areas: Finance and Accounting, Purchasing and Accounts Payable, Master Data Management, Marketing and Sales Operations, HR and IT: Reporting and Analytics, Cyber Security, Quality & Testing, Global Operations Support, Robotics and Process Automation, System Integration & Development. If you are fluent in English and enjoy working as a part of the team, apply and be a part of 3M! Good knowledge of other languages will be an advantage. Join us and work with the best and the brightest!

WHY TO WORK AT 3M?

- Great atmosphere;
- Relocation support;
- Language courses;
- Private medical care;
- Multisport card;
- Life insurance;
- Delicious coffee, fruit and vegetables;
- Cafeteria system.

HOW TO APPLY

Find the job offers on www.3m.pl/kariera and apply!

WWW.CAREERSINPOLAND.COM/EMPLOYER/3M


ARLA GLOBAL SHARED SERVICES



www.jobs.arla.pl



onehr@arlafoods.com



www.facebook.com/ArlaGdansk



www.instagram.com/ArlaGdansk

DESIRED LANGUAGES



ARLA STORY

Our philosophy of producing natural, healthy and high quality dairy products dates back to the 1880s when dairy farmers in Denmark and Sweden joined forces with one common goal: to produce and provide the best dairy products. Today we have grown to become a global FMCG company with 19,000 employees worldwide.

GLOBAL BUSINESS SERVICES IN GDAŃSK

In Poland, we are almost 400 employees who support our colleagues worldwide by providing them with world-class accounting, finance, procurement, master data, IT and HR processes. Every single one of us plays an important role and together we build on our 10bn Euros turnover thereby establishing our position as one of the largest dairy companies in the world.

OUR VALUES

By acting according to our character *Lead-Sense-Create*, we can achieve the ambitious targets set out in our mission, vision and strategy. We strive to have a leading mindset, a sensing approach and a creating culture.

WHAT WE OFFER

- Friendly atmosphere & comfortable workplace with great sea view (Neptun office in Gdańsk - Wrzeszcz);
- Development possibilities while taking part in internal projects and trainings;
- Flexible work hours and wide social benefits package (Multi-Kafeteria system, relocation support, private medical care, insurance package, fruit day, social events);
- Work in an international team & matrix structure.

HOW TO APPLY

We are looking for new colleagues in our Shared Services Centre in Gdańsk. If you are interested in getting an exciting job, like being challenged and wish to join an incredibly fast growing business, you should take a chance and become part of our Arla team. Send your application via www.arlakariera.pl/#jobs

WWW.CAREERSINPOLAND.COM/EMPLOYER/ARLA



BARRY CALLEBAUT



jobs.barry-callebaut.com



rekrutacja_polska@barry-callebaut.com



www.facebook.com/Barry-Callebaut-w-Polsce-179756872723870

DESIRED LANGUAGES



BARRY CALLEBAUT IN POLAND

The Barry Callebaut Group has been producing chocolate and cocoa products for over 175 years. Barry Callebaut is the heart and engine of the chocolate and cocoa industry. We are the world leader in the production of high-quality cocoa and chocolate. Almost 11,000 employees are working for the Barry Callebaut Group in more than 55 modern facilities around the world while selling its products in more than 100 different countries. Barry Callebaut in Poland is part of an international group with all its Polish entities located in Łódź.

BARRY CALLEBAUT MANUFACTURING

The Barry Callebaut Factory was established in 1995. The Polish branch is one of the fastest growing in the entire group of Barry Callebaut. The factory is not only production, but a whole supply chain, QA, customer care and many other functions. In 2017, 6 liquid lines and 2 solid lines are open. 200 ton of liquids and 50 ton of solid chocolate is produced every year.

BARRY CALLEBAUT SHARED SERVICE CENTER

SSC is an integral part of the main business and supports our Barry Callebaut Group. Through dynamic and effective development, the Shared Service Center combines transactional activities in countries across Europe and the world. Different actions are taken in areas such as: Finance, IM/IT, Master Data, Customer Service and Logistics.

OUR DEPARTMENTS

- Customer Service;
- Finance & Accounting;
- IT;
- Logistics;
- Manufacturing;
- Research & Development;
- Sales.

WWW.CAREERSINPOLAND.COM/EMPLOYER/BARRYPALLEBAUT

Advancing the
world of health

BECTON DICKINSON



www.bd.com/pl



www.ssckariera.pl

DESIRED LANGUAGES



ABOUT US

Becton Dickinson is a global medical technology company. We create specialised devices, solutions and systems for different needs across the healthcare continuum and we serve all of them with one single and relentless human purpose: *Advancing the World of Health.*

In February 2013, BD opened its Shared Service Center in Wrocław where it currently employs almost 500 associates and is still looking for new professionals to join.

RECRUITMENT PLANS

We are looking for high potential individuals interested in building a career in accounts payable and receivable, order processing, process analysis, customer support and many others. If you love working in a fast-paced service-oriented role and have problem-solving skills, we can offer you great opportunities at our smart office in Wrocław.

HOW TO APPLY

Get to know our recruitment process:

1. Find an offer and send us your CV.
2. Let's talk – our recruiter will contact you via phone to discuss your experience, competencies and expectations.
3. Let's meet – come to our office for a face to face interview with a manager. You might also be asked to take some competencies test. Our recruiter will provide you with all the details.
4. Welcome on board!

WHY WORK AT BD?

- New, modern office near the city centre (ergonomic desks, fruit and vegetables, healthy snacks, hobby and sport clubs, participation in pro-health actions and events);
- MultiKafeteria system;
- Lunch card;
- Private medical care;
- Insurance package;
- Language courses co-fund.

WWW.CAREERSINPOLAND.COM/EMPLOYER/BECTONDICKINSON


www.elavon.com

DESIRED LANGUAGES



ABOUT US

Elavon – A Leading Payments Provider

Our customers want to expand their business opportunities. We help them get there. From e-commerce to mobile wallets and chip card acceptance, Elavon helps businesses, small and large, accept all payment types – and reap the benefits at the end of the day. Whether they need a simple or sophisticated payment solution, we've got them covered. For 25 years, we've helped more than one million customers around the world grow their business through payments. Our flexible, secure and innovative payment solutions help businesses attract and keep customers, develop partner relationships, process payments and simplify operations. We're backed by the strength and stability of U.S. Bank, the fifth largest commercial bank in the U.S.

HOW TO APPLY?

There are usually five stages of the recruitment process:

1. Sending application via www.elavon.com/careers
2. Short telephone interview with HR Representative
3. Mini assessment centre with three tests to do
4. Face to face interview with a Supervisor/Manager and HR Representative
5. Giving feedback to candidates.

We hire graduates and professionals all year around!

WE OFFER

- Employment agreement;
- Excellent package including complex medical care, private dental care, group insurance, sponsored Multisport card;
- We invest in your improvement providing language classes;
- Professional trainings, opportunity to develop career path in organizational structures, support in career planning;
- Work in a dynamic international environment with a supportive inclusive culture and strong values;
- Good atmosphere at work and comfortable working environment in attractive location;
- Opportunities to participate in social and community projects.

WWW.CAREERSINPOLAND.COM/EMPLOYER/ELAVON

www.therealdeal.pl/en
www.fujitsu.com/pl/about/local/lodz

www.facebook.com/FujitsuPoland

www.linkedin.com/company/career-at-fujitsu-poland

DESIRED LANGUAGES



ABOUT US

Fujitsu is the leading Japanese information and communication technology (ICT) company, offering a full range of technology products, solutions, and services.

Fujitsu offices in Poland are located in Warsaw, Łódź and Katowice. The Global Delivery Center Poland located in Łódź and Katowice employs specialists within five business lines: Research & Development and Business Application Services, Remote Infrastructure Management, BPO, Service Management, Service Desk. In Łódź, Fujitsu also employs specialists for EMEA Finance and Supply Chain Services in the following departments: Accounts Payable, Accounts Receivable, General Ledger, Project and Contract Accounting, Treasury, Supply Chain and Order Management, Continuous Improvement, Assurance, Internal Audit, Product Pricing and Bid Finance and Human Resources. We welcome quality assurance engineers, IT specialists, IT administrators, IT engineers, candidates interested in a career in IT, accounting and finance professionals, logistics specialists, linguists and customer service professionals.

WE OFFER

- opportunities for growth and promotion;
 - external and internal trainings;
 - relocation support;
 - work-life balance & job security;
 - industry-leading solutions, systems and programs;
- WIDE BENEFIT PACKAGE: flexibility and home office for selected positions, private medical care, cafeteria benefit system e.g. sports activities, fresh fruit, company events such as picnics and Christmas parties, discounts for Fujitsu employees in selected venues in Łódź, CSR programs, initiatives and activities in areas such as environmental commitment, employee relations and wellbeing, community involvement, diversity & inclusion, Fujitsu sports teams e.g. Running Team or Cycling Team.

WHO ARE WE LOOKING FOR?

- People who know English at an advanced level;
- People who know other foreign languages or have experience in the area of IT, finance, accounting or logistics.

HOW TO APPLY

Send your CV to recruitment@ts.fujitsu.com with a note: "Career in Poland".

WWW.CAREERSINPOLAND.COM/EMPLOYER/FUJITSU



F R E S E N I U S K A B I



www.fresenius-kabi.com



@fresenius-kabi-business-services-sp-zoo



Business_Services_HR@Fresenius-Kabi.com

DESIRED LANGUAGES



ABOUT US

Fresenius Kabi Business Services, based in Wrocław, provides the best quality of service in the area of financial and accounting processes for Fresenius Kabi European entities. Fresenius Kabi is a global healthcare company that specializes in lifesaving medicines and technologies for infusion, transfusion and clinical nutrition. Fresenius Kabi employ 36,000 people worldwide, being a part of Fresenius group with over 270,000 employees located in more than 100 countries.

WHAT MAKES US UNIQUE?

The "caring for life" philosophy goes far beyond the manufacturing of excellent healthcare products. Every day, Fresenius Kabi makes a difference in the quality of life of millions of patients.

WE ARE LOOKING FOR PEOPLE

- Who are skilled in foreign languages;
- Who are eager to evolve in accounting and finance;
- Who like to work in a developing and international environment.

WE OFFER

- Stable employment in an international company;
- Great collaboration and knowledge sharing spirit;
- Wrocław city centre location;
- Private medical healthcare with travel insurance;
- Multicafeteria program;
- Social Fund;
- Recognition program;
- Group life insurance scheme;
- Trainings and development opportunities;
- Language courses and post-graduates studies subsidising;
- Great atmosphere and integration events.

HOW TO JOIN

Apply on pracuj.pl or send your CV to:
Business_Services_HR@Fresenius-Kabi.com

Fresenius Kabi Business Services Sp. z o.o.
ul. Białoskórnica 1
50-134 Wrocław

WWW.CAREERSINPOLAND.COM/EMPLOYER/FRESENIUSKABI


F R E S E N I U S M E D I C A L C A R E



www.career.fresenius.com/fmcsspoland



rekrutacja@fmc-ag.com



/FreseniusMedicalCare.Corporate



@freseniusmedicalcaressc

DESIRED LANGUAGES



ABOUT US

Fresenius Medical Care SSC in Wrocław is a team of specialists working in the finance and accounting area. We deliver accounting services for companies that are a part of our capital group. Our work gives us opportunity to take part in interesting projects and develop in an international environment. Fresenius Medical Care is the biggest international provider of dialysis products and services, helping people with chronic renal failure.

We are part of the Fresenius group with over 270,000 employees in more than 100 countries around the globe, and annual sales exceeding €30 billion. Fresenius is one of the world's leading healthcare companies.

WHAT MAKES US UNIQUE?

Values related to the health and quality of patients life giving opportunity for a career with a purpose.

WE ARE LOOKING FOR

- People experienced or interested in pursuing their career in accounting;
- English and other European languages speakers;
- Motivated and open for new challenges individuals.

WE OFFER

- Stable employment conditions;
- Excellent learning possibilities in an international environment;
- Complex medical care including travel insurance;
- Group insurance scheme for Employees;
- Multicafeteria Benefitsystems;
- Recognition program;
- Flexible working hours;
- Trainings package;
- Co-financing of language courses and postgraduate studies;
- Social fund;
- Perfect location in the city center;
- Fresh fruits delivery.

HOW TO JOIN

Find our job ads and apply on pracuj.pl or send your CV to rekrutacja@fmc-ag.com.

WWW.CAREERSINPOLAND.COM/EMPLOYER/FRESENIUSMEDICALCARE

GOLDMAN RECRUITMENT

GOLDMAN RECRUITMENT



www.goldmanrecruitment.com



www.facebook.com/GoldmanRecruitment



contact@goldmanrecruitment.pl



www.linkedin.com/company/goldman-recruitment

DESIRED LANGUAGES



EXPECT MORE

We are a leading Polish consulting company specialising in recruitment using Search & Selection and Executive Search methods.

Our ambition is to provide the highest level of service, ahead of the market and creating a new standard in the personal consulting industry. We care deeply about the high level of competence of our team, which is a guarantee of the quality, efficiency and effectiveness of our processes.

WHAT MAKES US UNIQUE?

- **Narrow specialisation** – Our specific activity profile translates into a professional approach to the realisation of the projects entrusted to us, as well as into speed and effectiveness in action. We provide services adjusted to individual needs of our clients and specifics of their projects. Every choice in picking the right candidate is aided by our practical knowledge of the financial sector.
- **Wide range of selection tools** – Making use of psychology, at Goldman Recruitment we are able to match candidates to a given culture, organisational environment or requirements specific for our client. Our tools include direct search, job advertisements published in selected media, as well as our resource database.
- **Open to challenges** – We focus on creativity and constant development. We continue to look for optimal solutions, while simplicity is our *idée fixe*. The aim is clear: to hire a new employee in the shortest possible period of time.
- **Market familiarity** – We know the market inside out: both in relation to its needs and requirements and to employee expectations. A lot of our energy is focused on building long-standing relationships based on trust. Business ethics guide us in all of our actions. We guarantee confidentiality and responsibility. We value high-quality service and satisfaction of our partners.

LOOKING FOR A JOB?

Send us your CV. Go to www.goldmanrecruitment.com and submit a spontaneous application by uploading your resume. We will do our best to provide you with the perfect job offer.

WWW.CAREERSINPOLAND.COM/EMPLOYER/GOLDMANRECRUITMENT



HEINEKEN GLOBAL SHARED SERVICES



www.jobs.krakow.heineken.com



www.facebook.com/HEINEKENKrakow



TalentAcquisition_Krakow@heineken.com

DESIRED LANGUAGES



WHO ARE WE?

HEINEKEN is a company with a very rich history. It was founded 150 years ago by Gerard Heineken, who built the company's first brewery on his private land in Amsterdam. Today, we are present in more than 70 countries, and our portfolio includes more than 300 brands of beers and ciders. Join us if you want to have a real impact on the global brand recognisable all over the world!

HOW TO BECOME ONE OF US?

To our Kraków office, we are looking for professionals and graduates in the field of finance, reporting and accounting, who can fluently speak foreign languages.

Recruitment process:

- Go to www.jobs.krakow.heineken.com, fill in the form and attach your CV.
- If you meet the formal requirements, our HR department will contact you to arrange an initial telephone call.
- After this stage, you will receive recruitment tasks related to the position you are applying for.
- Next, we will invite you to our office for a meeting with the recruiter and your future supervisor.
- If the interview is a success, we will be happy to invite you to our team!

WHAT DO WE OFFER?

Numerous opportunities to develop in a truly international environment - our colleagues come from more than 30 different countries. Being part of our Kraków team, you will get a chance to broaden your competences in the area of Finance and Accounting and obtain the prestigious certifications such as CIMA and ACCA. At work, we value good relations, openness and dedication. We believe that every success deserves a celebration – that's why we give our employees a chance to participate in various events. As a part of Dr Heineken's initiative, we take care of the health and well-being of our employees. If you want to develop your professional career in other HEINEKEN offices around the world, we will be happy to help you!

WWW.CAREERSINPOLAND.COM/EMPLOYER/HEINEKEN



**IKEA Business
Service Center Sp. z o.o.**

IKEA BUSINESS SERVICE CENTER



twojastronapracyn.ikea.pl



www.facebook.com/pracawIKEA



www.linkedin.com/company/ikea-group



www.facebook.com/IKEApl

DESIRED LANGUAGES



ABOUT US

At IKEA BSC (Business Service Center) we focus on working more efficiently with transactional services in the fields of Finance and HR across IKEA Group – doing it in one, common and standardised way.

Our Finance Services include Accounts Payable, Travel Expense Claims, Master Data, Business Support and General Ledger. Our HR Services include Payroll, Personnel Administration, and HR System Support. Our shared service center was established in 2011 and it is located in Poznań. Currently we are more than 480 professionals working for IKEA BSC.

ABOUT YOU

IKEA has created working conditions and professional development possibilities for people with different types of education, different gender, nationality and ethnicity, physical ability, views on life/world and at all ages. We want to be a great and inspiring place to work. We work in Activity Based Office that is tailored to the needs of employees. Such a model of work is based on trust and responsibility for the tasks being undertaken, then the employees choose when, where and how to work. Depending on the position, different types of people can find work here and develop their professional experience. We are open to students, graduates at different stages of education and those with professional experience.

HOW TO APPLY

1. Please go to twojastronapracyn.ikea.pl to check our vacancies.
2. Use our search engine to find the job that interests you. We also give you the opportunity to send an application as you want. You can write as much as you want about yourself – and the way you want. You can also send us a video, photos or other files. Then we'll meet and talk.
3. Kick back and relax. We'll notify you when we've received your application and keep you posted. We'll come back to you within 30 days.

LOCATION & PROCESSES

Poznań: Accounts Payable, Travel & Expense Claims, Finance Business Support, General Ledger, Personnel Administration and Payroll, HR System Support, Continuous Improvement.

WWW.CAREERSINPOLAND.COM/EMPLOYER/IKEABUSINESSSERVICECENTER



PROCTER & GAMBLE



www.pgcareers.com



recpoland.im@pg.com



www.facebook.com/PGCentralEurope

DESIRED LANGUAGES



ABOUT US

Procter & Gamble has one of the largest and strongest portfolios of trusted, quality brands, including: Gillette, Pantene, Fairy, Head & Shoulders, Blend-a-med, Oral-B, Pampers, Always, Ariel, Lenor, Vizir. We are the largest consumer goods company with operations in 80 countries, hiring more than 95,000 employees worldwide. According to Gartner we are the master of supply chain.

Day 1 – It's something everyone experiences when they join a new company. P&G's Day 1 starts with you doing something that matters – making an impact on the world, P&G brands, and your career.

We hire based on the potential we see in people, so here, you'll be trusted to dive right in, take the lead, use your initiative, and build billion-dollar brands that help make everyday activities easier and make the world a better place. You'll be doing meaningful work that takes your career places you never imagined. Join us, and you'll be part of this effort from Day 1.

RELOCATION PACKAGE

We offer support with residence card and work permit.

HOW TO APPLY

Go to: www.pgcareers.com/hiring-process

LOCATIONS AND PROCESSES

P&G Poland is home to a General Office, the European Planning Service Center (PSC), Global Business Services and three plants. Our Polish sites consist of people from more than 40 nationalities who work with more than 100 markets.

EUROPEAN PLANNING SERVICE CENTER IN WARSAW

The European PSC is the biggest planning center in the world. We consolidate all planning activities required to coordinate all elements of Supply Chains: suppliers, production plants, warehouses, distribution centers, and transportation. We are supporting major P&G businesses across Europe. Throughout the year we are looking for planning specialists, engineers and technical university graduates (**internships, work and study, full-time positions**).

WWW.CAREERSINPOLAND.COM/EMPLOYER/PROCTERGAMBLE

EMPLOYEE QUESTIONNAIRES

FIND OUT WHAT IT IS LIKE TO WORK AND LIVE IN POLAND. READ REAL EXPAT TESTIMONIALS, WHERE OUR INTERVIEWEES ANSWER QUESTIONS ABOUT THE COMPANIES THEY WORK FOR, WORKPLACE ATMOSPHERE AND REASONS FOR RELOCATION. CAN YOU RELATE TO THESE ISSUES?



Meet **Dimitris from Greece**,
who works for **3M Global Service Center**,
page **60**



Meet **Jose from Mexico**,
who works for **Accenture Operations**,
page **61**



Meet **Ahmed from Egypt** and **Oleksandr from Ukraine**,
who work for **Diebold Nixdorf**,
pages **62** and **63**



Meet **Christian from Denmark**,
who works for **DSV International Shared Services**,
page **64**



Meet **Charlotte from France**,
who works for **International Paper**,
page **65**



Meet **Pavel from the Czech Republic**,
who works for **Shell Business Operations**,
page **66**



3M



**DIMITRIS
PAPANIKOLOPOULOS**
RTR QUALITY & PROCESS
SENIOR ANALYST



LEARN MORE
ABOUT MY
EMPLOYER ON
PAGE 53!



MY WORK AT 3M GLOBAL SERVICE CENTER:

1. WHAT IS YOUR JOB AT 3M?

I am currently working as Quality & Process and Lean Six Sigma Green Belt Coach for RTR.

2. WHICH CITY ARE YOU BASED IN?

Wrocław.

3. HOW BIG IS YOUR TEAM?

96 people.

4. WHICH LANGUAGE(S) DO YOU USE AT WORK?

English.

5. HOW DID YOU FIND THE JOB?

Through recommendation.

6. DID YOU USE RELOCATION PACKAGE?

Yes.

7. YOUR FIRST DAY IN NEW JOB WAS...

Exciting.

8. THE BIGGEST PROFESSIONAL CHALLENGE ON A DAILY BASIS?

Coordinating people to deliver the required information within deadlines.

9. FAVOURITE SPACE IN YOUR OFFICE?

My desk.

10. ONE WORD TO DESCRIBE YOUR COLLEAGUES?

Relaxed.

11. HOW MANY TIMES HAVE YOU BEEN PROMOTED?

One time.

12. DO YOU HAVE A CLEAR CAREER PATH AHEAD?

I do.

13. WHAT IS YOUR COMMUTE TO WORK?

My feet.

14. DOES YOUR POSITION INVOLVE BUSINESS TRAVEL?

Yes, occasionally.

15. HAVE YOU WORKED ANYWHERE ELSE APART FROM POLAND?

Greece.

16. ONE THING THAT SHOCKED YOU IN POLISH OFFICES:

How relaxed working here is.

17. HOW WOULD YOU DESCRIBE DOING BUSINESS IN POLAND?

Exponential growth.

18. HOW DOES 3M SUPPORT YOUR DEVELOPMENT?

By providing trainings and giving me the space to develop my skills within my job.

MY LIFE IN POLAND:

1. HOW LONG HAVE YOU LIVED IN POLAND?

About a year and a half now.

2. HOW OFTEN DO YOU TRAVEL TO YOUR HOME COUNTRY?

As often as I can.

3. NAME ONE FAMOUS POLE YOU KNEW BEFORE MOVING HERE?

Krzysztof Warzycha. He was a famous footballer in Greece.

4. HAVE YOUR FRIENDS/FAMILY VISITED YOU HERE?

Yes.

5. DO YOU SPEAK SOME POLISH?

Just enough for my daily needs.

6. HOW OFTEN DO YOU PRACTICE THE LANGUAGE?

Whenever I'm in a restaurant, bar or shop. But I do use *spoko* all the time.

7. DO YOU USE ENGLISH IF YOUR POLISH FAILS?

Po angielsku proszę is one of my favourite Polish sentences.

8. IS YOUR SIGNIFICANT OTHER POLISH?

Half-Polish, half-Greek, so we converse in Greek.

9. ARE POLES EASY TO MAKE FRIENDS WITH?

I think our different mentalities make it hard to adjust.

10. IS POLISH SENSE OF HUMOUR WEIRD?

I can't say I have noticed something of the sort.

11. TOPICS TO AVOID WITH POLES?

Same as above.

12. BEST WAY TO UNWIND AFTER WORK?

Netflix & chill or by meeting friends.

I was surprised how relaxed working in Poland can be!



ACCENTURE OPERATIONS



JOSE RUIZ
INTERNET & SOCIAL PORTFOLIO
DELIVERY LEAD



LEARN MORE
ABOUT MY
EMPLOYER ON
PAGE 47!



MY WORK AT ACCENTURE OPERATIONS:

1. **WHAT IS YOUR JOB AT ACCENTURE OPERATIONS?**
I am an Internet & Social Portfolio Delivery Lead in Warsaw.
2. **HOW DOES THE COMPANY SUPPORT YOUR DEVELOPMENT?**
Trainings, new challenges, new assignments. Basically around every two years I change something in my work and that keeps me learning, motivated and lets me get new experience.
3. **WHICH LANGUAGE(S) DO YOU USE AT WORK?**
English mostly, I also speak Polish and Spanish informally.
4. **HOW DID YOU FIND THE JOB?**
I joined Accenture in 2007, I started in Finance and Accounting. I found the job by referral from an existing employee.
5. **YOUR FIRST DAY IN NEW JOB WAS...**
My biggest fear was the fact that I am an expat and I was wondering how I would be treated. I was positively surprised by the open culture of the company and the diversity here.
6. **THE BIGGEST PROFESSIONAL CHALLENGE ON A DAILY BASIS?**
I think our job on a daily basis is to grow our people, to ensure they learn new things and stay prepared for new challenges.
9. **FAVOURITE SPACE IN YOUR OFFICE?**
The terrace!
10. **ONE WORD TO DESCRIBE YOUR COLLEAGUES?**
Multi-culti.

11. HOW MANY TIMES HAVE YOU BEEN PROMOTED?

I have been promoted 5 times.

12. DO YOU HAVE A CLEAR CAREER PATH AHEAD?

Yes, I have always had a path for development, learning and getting new experience.

13. WHAT IS YOUR COMMUTE TO WORK?

40 minutes by car, the location of the office is great, it's at the centre of the city.

14. DOES YOUR POSITION INVOLVE BUSINESS TRAVEL?

Limited, but yes. I visit Kraków a lot, and through the years and positions I have had the opportunity to visit new places in Europe and Asia.

15. HAVE YOU WORKED ANYWHERE ELSE APART FROM POLAND?

I started working in Mexico right after studies, but I moved to Poland right away and basically I have worked mostly here.

15. ONE THING THAT SHOCKED YOU IN POLISH OFFICES?

Silence! When I was fresh from Mexico, I was much louder. Initially you think people are a bit too conservative, however, once you meet them properly, they turn out to be very open. In general, however, the workplace is much more quiet than in Mexico.

Polish workplaces are much quieter than the ones in Mexico.

MY LIFE IN POLAND:

1. **HOW LONG HAVE YOU LIVED IN POLAND?**
12 years (since 2006)
2. **HOW OFTEN DO YOU TRAVEL TO YOUR HOME COUNTRY?**
Very rarely, now that my kids are older and able to travel, we plan to visit every two years.
3. **NAME ONE FAMOUS POLE YOU KNEW BEFORE MOVING HERE?**
Karol Wojtyła and Lech Wałęsa
4. **HAVE YOUR FRIENDS/FAMILY VISITED YOU HERE?**
My mother was here twice, she visited us to meet my kids when they were born. She loved it, but she refused to go out if it was less than 20 Celsius degrees outside...
5. **DO YOU SPEAK SOME POLISH?**
Tak.
6. **HOW OFTEN DO YOU PRACTICE THE LANGUAGE?**
Every day, I interact with Polish people and I always use Polish. They appreciate the effort. I do not speak perfectly, but I understand a lot and I more or less make sense in Polish, so I can say I communicate pretty well.

7. DO YOU USE ENGLISH IF YOUR POLISH FAILS?

Yes, but very rarely, I prefer to make signs than to try English. People do not always appreciate us coming and making them speak English, so I try my best in Polish. When I was here fresh, my wife sent me to buy chicken liver, she wrote it in a note. I gave it to the lady at the grocery and she said "There is no chicken liver but we have beef." Of course I did not understand, so we started making chicken and cow sounds, when I said "Mooooo?" she said "Tak, tak!" This is how I understood it was beef liver.

8. IS YOUR SIGNIFICANT OTHER POLISH?

Yes, we met in Mexico in 2000.

9. ARE POLES EASY TO MAKE FRIENDS WITH?

Yes, but they won't make friends with strangers, they need to be properly introduced and get to know the people. I learnt that, because I wanted to greet everybody with *dzień dobry* in my neighbourhood and they wouldn't reply back. I was surprised at how rude they were! But my wife explained to me that here you don't greet everybody just like that!



AHMED ALY SAKR
SENIOR SERVICE DESK
SPECIALIST



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ABOUT MY
EMPLOYER ON
PAGE 48!



MY WORK AT DIEBOLD NIXDORF:

1. **WHAT IS YOUR JOB AT DIEBOLD NIXDORF?**
I work as a Senior Service Desk Specialist.
2. **WHICH CITY ARE YOU BASED IN?**
Warszawa.
3. **HOW BIG IS YOUR TEAM?**
There are 29 people.
4. **WHICH LANGUAGE(S) DO YOU USE AT WORK?**
Just English.
5. **HOW DID YOU FIND THE JOB?**
I was recommended by a friend of mine who already worked at Diebold Nixdorf.
6. **DID YOU USE RELOCATION PACKAGE?**
No, I didn't.
7. **YOUR FIRST DAY IN NEW JOB WAS...**
... interesting.
8. **THE BIGGEST PROFESSIONAL CHALLENGE ON DAILY BASIS?**
Solving technical issues.
9. **FAVOURITE SPACE IN YOUR OFFICE?**
Relax room.
10. **ONE WORD TO DESCRIBE YOUR COLLEAGUES?**
Family.
11. **HOW MANY TIMES HAVE YOU BEEN PROMOTED?**
Once.
12. **DO YOU HAVE A CLEAR CAREER PATH AHEAD?**
Yes, I do.
13. **WHAT IS YOUR COMMUTE TO WORK?**
I usually take a train, but sometimes I go by car.
14. **DOES YOUR POSITION INVOLVE BUSINESS TRAVEL?**
Yes.
15. **HAVE YOU WORKED ANYWHERE ELSE APART FROM POLAND?**
No, just in Poland in Warszawa.
16. **ONE THING THAT SHOCKED YOU IN POLISH OFFICES:**
People were very helpful.
17. **HOW DOES DIEBOLD NIXDORF SUPPORT YOUR DEVELOPMENT?**
I have been offered free training courses and language classes.
18. **DO YOU TAKE LANGUAGE CLASSES?**
Yes, I took Polish classes.
19. **ANY EXPATS WORKING WITH YOU?**
Yes, there are more than 5 different nationalities right now.

MY LIFE IN POLAND:

1. **HOW LONG HAVE YOU LIVED IN POLAND?**
Almost 3 years.
2. **HOW OFTEN DO YOU TRAVEL TO YOUR HOME COUNTRY?**
Once or twice a year.
3. **HAVE YOUR FRIENDS/FAMILY VISITED YOU HERE?**
Not yet, but one day they will!
4. **NAME ONE FAMOUS POLE YOU KNEW BEFORE MOVING HERE?**
Bolesław Prus – a great Polish writer.
5. **DO YOU SPEAK SOME POLISH?**
Yes, I do – I am at B1 or even almost B2 level.
6. **HOW OFTEN DO YOU PRACTICE THE LANGUAGE?**
Daily – I try to use it in public spaces.
7. **DO YOU USE ENGLISH IF YOUR POLISH FAILS?**
No, I keep trying to explain and Polish people do understand me eventually.
8. **IS YOUR SIGNIFICANT OTHER POLISH?**
Yes.
9. **ARE POLES EASY TO MAKE FRIENDS WITH?**
Yes, if you speak Polish to them.
10. **IS POLISH SENSE OF HUMOUR WEIRD?**
No, actually it's similar to my nation's.
11. **TOPICS TO AVOID WITH POLES?**
I have never had such situation, they have open mind to talk about anything!
12. **BEST WAY TO UNWIND AFTER WORK?**
Gym and swimming.

You can talk to Poles about anything – just use Polish!



OLEKSANDR MYKHAILIUTA
TEAM LEADER IN ACCOUNTING
PROCESS



LEARN MORE
ABOUT MY
EMPLOYER ON
PAGE 48!



MY WORK AT DIEBOLD NIXDORF:

1. WHAT IS YOUR JOB AT DIEBOLD NIXDORF?

In the EMEA BS Warsaw I am leading Accounts Payable and Master Data Teams. We are supporting DN legal entities within EMEA region in terms of accounting operations and master data management.

2. HOW BIG IS YOUR TEAM?

20 great and enthusiastic team members.

3. WHICH LANGUAGE(S) DO YOU USE AT WORK?

I use Polish, English and Russian. One of the most incredible things about being a part of DN is to have an opportunity to learn new languages and practice them right at work. I love this multilingual environment we have here.

4. HOW DID YOU FIND THE JOB?

I started surfing the Internet for job offers after my graduation and found several open positions at DN. My friend was working at that time at DN and he recommended me.

5. DID YOU USE RELOCATION PACKAGE?

No, I moved to Warsaw in 2012 to do my master's degree.

6. YOUR FIRST DAY IN NEW JOB WAS...

This was my first real job ever! Everything was very new for me. I have warm memories about this day, especially, I remember open and helpful people I met that day.

7. THE BIGGEST PROFESSIONAL CHALLENGE ON DAILY BASIS?

To ensure proper level of process maintenance and make myself available for the personal development of the team. Sometimes, it is not that easy to devote enough time for someone by having meetings or process/administrative related tasks. But still, development of the team members is the key for team's success. My success is the success of each team member.

8. FAVOURITE SPACE IN YOUR OFFICE?

Definitely the space where my team is located. By having a lot of online and regular meetings, to come to the team and talk to them is a priceless time for me.

9. ONE WORD TO DESCRIBE YOUR COLLEAGUES?

If it should be just a one word, *trustworthy* would be the best!

10. HOW MANY TIMES HAVE YOU BEEN PROMOTED?

I believe two or three times. Promotion is not about a certain day or position's name change. It is about continuous efforts, willingness and results of the team.

11. DO YOU HAVE A CLEAR CAREER PATH AHEAD?

I believe yes. But in the current times, with such life-changing technologies, you need to have a flexible mind to be able to adjust to the new reality.

12. WHAT IS YOUR COMMUTE TO WORK?

In these terms I am probably the luckiest one here. It takes me just five minutes by foot to get to the office!

13. DOES YOUR POSITION INVOLVE BUSINESS TRAVEL?

Yes, but not that often.

14. ONE THING THAT SHOCKED YOU IN POLISH OFFICES:

I was not really shocked by anything. I would say that the one thing what distinguishes our DN office from others I have seen is a great atmosphere.

15. HOW DOES DIEBOLD NIXDORF SUPPORT YOUR DEVELOPMENT?

The DN company provides regular internal and external trainings to develop both soft and hard skills. Since I started in DN, I had many of them. Also, company offers language classes for its employees.

We have a truly multicultural environment. And I like it!

MY LIFE IN POLAND:

1. HOW LONG HAVE YOU LIVED IN POLAND?

This is my 6th year in Poland.

2. HOW OFTEN DO YOU TRAVEL TO YOUR HOME COUNTRY?

Once or twice a year I go to my small hometown to see my parents, relatives and friends.

3. HAVE THEY VISITED YOU HERE?

Yes, they always feel invited.

4. NAME ONE FAMOUS POLE YOU KNEW BEFORE MOVING HERE?

Adam Mickiewicz.

5. DO YOU SPEAK SOME POLISH?

I would say I speak fluent Polish.

6. ARE POLES EASY TO MAKE FRIENDS WITH?

There might be a stereotype that Poles are not that open, but I have never really felt it.

7. IS POLISH SENSE OF HUMOUR WEIRD?

Absolutely not.

8. TOPICS TO AVOID WITH POLES?

Hmm, maybe politics, but only because it may lead to an endless discussion!

9. BEST WAY TO UNWIND AFTER WORK?

High-speed cycling around the city.



**DSV INTERNATIONAL
SHARED SERVICES**



**CHRISTIAN
CARSTENSSON OLESEN**
MANAGER OF OPERATIONAL
SHARED SERVICES



LEARN MORE
ABOUT MY
EMPLOYER ON
PAGE 49!



MY WORK AT DSV ISS:

1. WHAT IS YOUR JOB AT DSV ISS?

I'm the Manager of one of our Business Support Departments, which provides a wide selection of processes that support our freight forwarders located around the world.

2. WHICH CITY ARE YOU BASED IN?

Warszawa.

3. HOW BIG IS YOUR TEAM?

58 employees.

4. WHICH LANGUAGE(S) DO YOU USE AT WORK?

English is our official language, but since it's a Danish company a lot of Danes have either temporarily moved abroad as expats or settled down in one of the 80 countries where DSV have offices, so Danish does come in handy.

5. HOW DID YOU FIND THE JOB?

After working at DSV in Denmark for 1.5 years and being involved with transferring processes to our International Shared Service Centre, I was offered a job in Warszawa.

6. DID YOU USE RELOCATION PACKAGE?

Yes – DSV helped me with moving and finding an apartment.

7. YOUR FIRST DAY IN NEW JOB WAS...

Exciting and motivating. All new beginnings feel like stepping into an unknown territory – especially in a new country. But

starting a new job also gave a lot of renewed energy to learn and develop.

8. FAVOURITE SPACE IN YOUR OFFICE?

We have nice and modern offices but I'm looking forward to moving into our brand-new office, which is currently being constructed.

9. HOW MANY TIMES HAVE YOU BEEN PROMOTED?

Once – after having worked here in Warsaw for 1.5 year an opportunity appeared, and I was promoted to my current position.

10. DO YOU HAVE A CLEAR CAREER PATH AHEAD?

Yes – I believe it's a shared responsibility between employee and employer and if the path is not clear, it's important to speak up.

11. WHAT IS YOUR COMMUTE TO WORK?

15-20 minutes – it is important for me to live close to work not to waste too much time commuting.

12. DOES YOUR POSITION INVOLVE BUSINESS TRAVEL?

From time to time I travel to one of our European offices and to our HQ in Denmark – but it's limited to a few times a year.

13. HAVE YOU WORKED ANYWHERE ELSE APART FROM POLAND?

Yes, in Denmark.

MY LIFE IN POLAND:

1. HOW LONG HAVE YOU LIVED IN POLAND?

4 years.

2. HOW OFTEN DO YOU TRAVEL TO YOUR HOME COUNTRY?

Copenhagen is quite close and it's easy to get there, so I travel back quite often – probably 6-7 weekends per year.

3. NAME ONE FAMOUS POLE YOU KNEW BEFORE MOVING HERE?

Robert Kubica.

4. HAVE YOUR FRIENDS/FAMILY VISITED YOU HERE?

Yes, my close friends and family have visited me several times. Warszawa has a lot to offer and they enjoy spending time here – I already have a few weekends reserved for them.

5. DO YOU SPEAK SOME POLISH?

Trochę, ale polski to bardzo trudny język.

6. HOW OFTEN DO YOU PRACTICE THE LANGUAGE?

I should practice more than I do but simply hearing it every day helps a lot.

7. DO YOU USE ENGLISH IF YOUR POLISH FAILS?

Yes, I do – you can get far with English, but it is good to know some basic Polish.

8. IS YOUR SIGNIFICANT OTHER POLISH?

Yes – I met my Polish girlfriend in 2014.

9. ARE POLES EASY TO MAKE FRIENDS WITH?

Danes are often accused of being reserved until you 'break the ice' and I can recognise the same in Polish people. Poles are very easy to talk with once you get to know them and I have only had good experiences with making friends here.

DSV is global, so international opportunities appear frequently.

**CHARLOTTE LEMAIRE**
EMEA GLOBAL SOURCING BUYERLEARN MORE
ABOUT MY
EMPLOYER ON
PAGE 51!**MY JOB AT INTERNATIONAL PAPER:****1. WHAT IS YOUR CURRENT POSITION?**

I am currently working in the Global Sourcing department, as a Maintenance Repair and Operation Buyer for our Paper Mills across the EMEA Region.

2. WHICH CITY ARE YOU BASED IN?

I am based in Kraków.

3. HOW BIG IS YOUR TEAM?

Within our Global Sourcing team there are around 30 people across EMEA – 20 based in Kraków.

4. WHICH LANGUAGE(S) DO YOU USE AT WORK?

I usually use English, but sometimes I also communicate with my stakeholders in Polish and French.

5. FAVOURITE SPACE IN YOUR OFFICE?

The massage chair!

6. HOW MANY TIMES HAVE YOU BEEN PROMOTED?

Within the last 6 years in the company I have been promoted 3 times. I started my career at International Paper as a Finance Explorer. I was part of a postgraduate program offering the chance to deep dive in the finance organisation in Kraków, across 3 different departments. This program gave me great opportunity to develop my finance skills but also work on

various projects supporting my exposure with IP organisation. This program was certainly of a great help to support my future career and promotions.

7. HOW DOES INTERNATIONAL PAPER SUPPORT YOUR DEVELOPMENT?

Since the beginning of my career at IP I have been given the chance to participate in many trainings, internal and external, on technical and soft skills. IP proposes an exhaustive training base that is very useful to support our day-to-day work. Also, IP Leadership programs offer a great opportunity to develop within the company as a leader.

8. DO YOU HAVE A CLEAR CAREER PATH AHEAD?

IP supports its employees in defining a career path, and helps in adjusting our personal goals to our career goals. IP can offer various relocation possibilities and lateral moves. From my perspective, I review my potential future moves within the organisation on a regular basis and clearly define what the necessary steps are to achieve my goals.

9. DOES YOUR POSITION INVOLVE BUSINESS TRAVEL?

On my current position, I need to travel up to 40% of the time. Sometimes it is a little challenging but most of the time – a great opportunity to learn more about our businesses and gain visibility of the operations.

MY LIFE IN POLAND:**1. HOW LONG HAVE YOU LIVED IN POLAND?**

I have been living in Poland for the last 5 years and a half.

2. HOW OFTEN DO YOU TRAVEL TO YOUR HOME COUNTRY?

I am trying to travel on a regular basis to my dear home. My average is every two months.

3. DO YOU SPEAK SOME POLISH?

I do now communicate in Polish with my in-laws and sometimes in a business setting, if necessary.

4. HOW OFTEN DO YOU PRACTICE THE LANGUAGE?

I practice Polish on a daily basis.

5. WHAT IS YOUR FAVOURITE THING ABOUT POLES?

Poles are very welcoming, open-minded.

6. WHAT SURPRISED YOU THE MOST WHEN YOU FIRST CAME TO POLAND?

I believe our general Western European minds are biased about Poland and this country has been developing tremendously

over the last few years. Living here is just like in any other place from Western Europe... the winters are just a little bit more harsh!

7. BEST WAY TO UNWIND AFTER WORK?

Spinning or some Aperol Spritz with my friends.

Life in Poland is the same
as in other parts of Western
Europe... except for winters!



**SHELL BUSINESS
OPERATIONS**



PAVEL THEUER
SUPPLY PLANNING
TEAM LEAD



LEARN MORE
ABOUT MY
EMPLOYER ON
PAGE 52!



MY WORK AT SHELL BUSINESS OPERATIONS:

1. WHAT IS YOUR JOB AT SHELL?

Supply Planning Team Lead in Lubricants Supply Chain (LSC) organisation. My team is responsible for the availability of Lubricants in our warehouses all over the Europe and ensuring we have always the right quantity to satisfy customers' needs.

2. WHICH CITY ARE YOU BASED IN?

Kraków.

3. HOW BIG IS YOUR TEAM?

10 Supply planners – each of them is taking care of one production plant and warehouse. But in LSC in total we have 70+ colleagues on various roles, to ensure our supply chain is effective.

4. WHICH LANGUAGES DO YOU USE AT WORK?

I am using English and Polish (occasionally German and Czech) on a daily basis. However, in my team people speak German, Italian, Spanish, Hungarian, Romanian and Czech as well.

5. HOW DID YOU FIND THE JOB?

I met my Polish wife in Portugal on Erasmus student exchange program and she wanted me in Poland. She persuaded me to move here, and looked for interesting job offers for me. She found Shell advertisement for a Czech speaker. Long story short – the job looked good, Shell is a well-recognised

company, so I had a good reason to move, I applied and did my best to be accepted.

6. DID YOU USE RELOCATION PACKAGE?

Yes, when I came from the Czech Republic, I had to arrange all documents like Personal ID, Insurance and tax registration and for this I got great support from local HR team. Moreover, I received financial support for first weeks to cover moving costs.

7. YOUR FIRST DAY IN A NEW JOB WAS...

I remember that I very much liked the energy and the professionalism on how the onboarding was organised. I received all relevant information which is needed for start in a new company, new city and new country.

8. THE BIGGEST PROFESSIONAL CHALLENGE ON A DAILY BASIS?

Stakeholder management – as a Team Leader in Supply Chain it is lot about managing expectations of others – Sales, Production, direct reports and managers – exciting, but challenging.

9. FAVOURITE SPACE IN YOUR OFFICE?

Coffee Corner in our middle building – due to lots of people around and the buzz there.

10. ONE WORD TO DESCRIBE YOUR COLLEAGUES?

Diverse.

MY LIFE IN POLAND:

1. HOW LONG HAVE YOU LIVED IN POLAND?

8 years.

2. HOW OFTEN DO YOU TRAVEL TO YOUR HOME COUNTRY?

Every 6 weeks.

3. NAME ONE FAMOUS POLE YOU KNEW BEFORE MOVING HERE?

John Paul II.

4. HAVE YOUR FRIENDS/FAMILY VISITED YOU HERE?

Yes, several times.

5. DO YOU SPEAK SOME POLISH?

Yes, I do – but I still have issues with grammar.

6. HOW OFTEN DO YOU PRACTICE THE LANGUAGE?

Daily.

7. DO YOU USE ENGLISH IF YOUR POLISH FAILS?

Always.

8. IS YOUR SIGNIFICANT OTHER POLISH?

My wife is Polish, which means that half of my family too.

9. ARE POLES EASY TO MAKE FRIENDS WITH?

Yes, absolutely.

10. IS POLISH SENSE OF HUMOUR WEIRD?

It is for sure different than Czech – the main proof is that the Polish call every nonsense a *Czech movie*. One thing I still do not understand is the popularity of stand-up cabarets, which are not funny at all.

11. TOPICS TO AVOID WITH POLES?

Religion and politics – thin ice.

12. BEST WAY TO UNWIND AFTER WORK?

Friends, beer(s), PlayStation and my little daughter.

Shell is a well-recognised company,
so I had a good reason to move.



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