



# REFERRAL PROGRAM

April 2019



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Referral is the information you provide to a recruiter about a candidate (candidate up to date CV). Candidate should meet the vacancy requirements, has to be eager to be interviewed for this position and to provide services as a contractor to Relevant Software. Referral should be provided only for active vacancies which are pointed “HOT”. Reference is valid – 2 month.

Referral should be sent to [vacancy@relevant.software](mailto:vacancy@relevant.software)

**Email should consist of:**

- the name of the vacancy you want to refer the person for in the email subject field;
- the CV of the candidate (or a link to a LinkedIn profile with contact details);
- the candidate’s name, surname, patronymic;
- salary expectations, if known.

Candidate has to be informed about the referral and willing to cooperate with Relevant Software.

**You will receive a bonus in case:**

- your referral meets requirements and the recruiting process is successful;
- a suggested candidate is hired and has successfully passed the 3-month probation period (his manager is satisfied with the candidate’s performance).

The amount of the bonus depends on the candidate’s level, that is conducted during the technical interview.

**Who can refer a candidate:**

- anyone (employees, ex-employees, non-employees);
- anyone can submit an unlimited number of referrals.

**When reference is NOT accepted:**

- when a candidate refers himself;
- if the candidate was contacted by a recruiter or referred by someone else during the previous 2 months.



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## Position Level Bonus\*

Position	Level	Bonus
Software Engineer	Middle/Senior	\$400/\$800
Test Engineer	Middle/Senior	\$400/\$800
Test Lead	All Levels	\$800
Technical Lead	All Levels	\$1000
Architect	All Levels	\$1000
Project Manager	Middle/Senior	\$400/\$800
Business Analyst	Middle/Senior	\$400/\$800
UX Designer	Middle/Senior	\$400/\$800

\*Bonus is paid in Ukrainian Hryvnia at the official National Bank of Ukraine exchange rate on the day of payment by bank wire transfer.