

# Highly Qualified Specialist Attraction Program

## Goal



Increase the productivity of companies through attraction of highly qualified specialists.

## Form of assistance



Compensation of 20-70% of the salary, paid to highly qualified specialists, depending on the qualification.

## Beneficiary



Commercial and non-commercial organizations registered and operating in Republic of Armenia, which have engaged highly qualified specialists during the 12 months prior to applying for support.

# Applicability Criteria

Highly qualified specialist is the specialist who meets at least one of the following 2 requirements:



## 1. Education

Graduated from any of the top 400 universities in the QS World University Rankings published in the year of application and obtained a bachelor's, master's and/or doctorate qualification/degree (or other relevant higher education qualification accepted in the country concerned) /degree)



## 2. Work experience

Has a minimum of 10 years of work experience in companies that are part of the ratings or indices issued by the following companies: Forbes, Fortune, HeadHunter, NIFTY, Dow Jones, FTSE, S&P, SSE Composite, SZSE, KOSPI, KOSDAQ, BSE SENSEX, NSE of India, BOVESPA, IBrX, ITEL, Nikkei, TOPIX, DAX, MDAX, MOEX Russia.



\*Highly qualified specialists must have lived outside the territory of the Republic of Armenia for at least 12 of the 30 months prior to the time of applying for the program.



\*For at least 2 (consecutive) months prior to applying for support, highly qualified specialists must be an employee of the given company.

# Compensation Terms



## 20% compensation paid to the employer

For each graduate of top 400 universities or specialist with relevant work experience. The compensation amount is calculated from the total salary paid to the specialist and is capped at 1,000,000 AMD per month.



## 50% compensation paid to the employer

For each PhD from top 400 universities. The compensation amount is calculated from the total salary paid to the specialist and is capped at 1,500,000 AMD per month.



## 70% compensation paid to the employer

For each PhD from top 400 universities, working at an educational or research institution in the Republic of Armenia. The compensation amount is calculated from the total salary paid to the specialist and is capped at 2,000,000 AMD per month (cumulatively with compensations to other employers for the same specialists).

# Participation Procedure



## 1. Questionnaire

The employer, interested in the program, fills out the following [questionnaire](#).



## 2. Application from

The implementing agency (NCIE) contacts the employer and provides with relevant application from and explains the process in further details.



## 3. Compensation

After submitting the application, verifying the accuracy of the information and approving the application, a contract is signed and the corresponding compensation is provided to the employer.

