



How Companies in Poland Can Connect With Ukrainian Refugee Talent

Companies in Poland can find it difficult to connect with Ukrainian refugee talent because HR personnel may not know where and how to reach them. By making small changes, companies can adapt their candidate outreach and search processes to be more inclusive of refugees. These are some of the steps companies can take to better inform Ukrainian refugees about jobs:



Consider posting openings on job platforms targeting Ukrainians

- ▲ Ensure that your company is posting job opportunities to platforms that are known to and/or focused on reaching displaced Ukrainians, such as www.pracuj.pl, www.olx.pl, and www.praca.gov.pl. These platforms may also be available in Ukrainian.



Tap into the power of social media to spread the word about job openings

- ▲ Reach out to the Ukrainian community directly by posting vacancies on the social media they are using, such as Instagram, or on Ukrainian diaspora groups on Facebook. Tent is happy to provide you with a list of suggested diaspora groups.
- ▲ Tap into Telegram, the most popular messaging app used by Ukrainians. Identify Ukrainian community groups and either ask a member to post your jobs on the channel, or ask to become a member and post jobs directly. Tent is happy to provide you with a list of suggested community groups.
- ▲ Ask other Ukrainian employees already at your company to share vacancies on Ukrainian diaspora social media groups or directly to friends and family.



Communicate to Ukrainian refugee job-seekers in their own language

- ▲ Post job opportunities in both Polish and Ukrainian to ensure that they are fully understood by Ukrainian candidates, and to signal to them that your company is an inclusive employer.
- ▲ Consider translating your company's career page into Ukrainian or creating a dedicated careers page in Ukrainian where Ukrainian refugees can apply for jobs at your company.



04 Include information that is important to Ukrainian refugee job-seekers

- ▲ Posting just the title of a role may not be easily understood, so make sure to add a more detailed job description that includes roles and responsibilities, as well as the skills and experience required for the role.
- ▲ Include whether the job can be done on a part-time or flexible basis. This is important given that many Ukrainian refugees are women with childcare responsibilities who require more flexible work arrangements.
- ▲ Provide information about the type of employment contract you intend to offer. HR departments should be aware that it is essential for Ukrainian refugees in Poland to find employment with a fixed contract ("umowa o pracę") or mandate contract ("umowa zlecenie") to ensure that they receive a residency permit ("karta pobytu") for the duration of the contract.
- ▲ Provide information about monthly salary to ensure that Ukrainian refugees can assess whether the job can meet their basic needs, and those of their family.



In addition to taking these steps to reach Ukrainian talent directly, some companies choose to contract, for a fee, employment agencies that specialise in placing refugee talent and have committed to supporting Ukrainians with finding work in Poland – for example, Adecco, Contrain, EWL, ManpowerGroup, and Randstad. Some companies also choose to work with non-profit organisations that can help companies to communicate open positions and recruit candidates. These are paid services. Tent is happy to connect you to these organisations and help you to build a recruitment pilot project.

Tent can help you to implement the recommendations listed above, as well as navigate a much broader array of challenges in recruiting, hiring, and integrating refugee talent. Get in touch at info@tent.org to find out more.

About the Tent Partnership for Refugees

With more and more refugees displaced for longer periods of time, businesses have a critical role to play in helping refugees integrate economically in their new communities. Tent was launched in 2016 by Hamdi Ulukaya, the CEO and founder of Chobani – a multibillion dollar food company in the US – to mobilize global businesses to fill this gap by helping connect refugees to work. Today, Tent is a **network of over 300 major companies** committed to hiring, training, and mentoring refugees. Find out more at www.tent.org.