

## "IT FEELS LIKE HOME"

Why Rohiit Priyadarshan Muralidharan came to Germany and how he successfully integrated himself, he tells the Nestbau-Zentrale.

### Rohiit, who are you and where are you from?

I am 27 years old and come from a metropolis in South India. Chennai is a great city with the second longest beach in the world. Even as a child, I dreamed of becoming a mechanical engineer. That's why I studied mechanical engineering in my home country.

### Why did you decide to live in Germany?

I wanted to follow up with a master's degree after my bachelor's degree and would like to gain experience abroad in the process. My father was convinced that the best studies would be possible in Germany. I was able to realize this at the Technical University in Chemnitz. So I came to Saxony and had a residence permit for the time of my studies. Then I came across Rosskopf + Partner because of the open position as a design engineer.

### How did the company take you in?

For a permanent position, I needed a new residence permit as a specialist. For the integration process, I was therefore in close contact with Evelyn Hofmann, the head of Human Resources. I received active support, especially with regard to the formalities and necessary documents. Employees of different nationalities have been working in the company for many years. That's why I felt at home right from the start.



### Can you give some advices from your own experience with regard to integration into a company?

The important thing is to develop language skills. Even before I came to Germany, I brought my German up to level A1. This helped me to find my way around better after my arrival. This should be worked on continuously. I have also done that and today I am at level B1.

### What do you also see as useful in arriving?

From my point of view as a former student: For a study visa in the whole of Germany, not only for one university, a blocked account at a German bank is required. This must have a certain balance and is only activated one to two weeks after arrival. Cash or a debit card should therefore be remembered. If you have acquired a driver's license in your home country, you should bring the original with you. Because if you want to get a German driver's license, you can submit your previous one here and save some time and costs during the process.

### What do you like about your new home?

I currently live in Chemnitz and commute the short way for work to Hennersdorf by train, which stops right in front of the company. This is really ideal and one of the reasons why I find the transportation system here quite good. I also like the diverse nature in the district and enjoy going hiking with my friends.



## "ROHIIT IS A GREAT ENRICHMENT FOR THE COMPANY"

In this interview, Sebastian Köhler as plant manager at Rosskopf + Partner, talks about the hurdles and solutions to successful recruitment.

### Mr. Köhler, how did you find Rohiit?

We are very active on LinkedIn as a platform for professional contacts. We also use it to advertise vacancies, and Rohiit applied to work for us as a design engineer in this way. Since we were urgently looking for specialists, we quickly arranged the appointments to get to know each other. Right from the start we were convinced of him!

### Was it possible to get to know each other on site?

There was a personal interview in Hennersdorf after a video appointment. Rohiit was still studying in Chemnitz at that time. After a trial work day, he was hired as an intern. This extended his residence permit by three months. We were sure that his qualifications and he as a person would be an ideal fit for our company.

### Which difficulties did you have?

According to our own research, Rohiit needed a Blue Card. However, this residence title for university graduates requires basic requirements that are set across the board without regional differentiation for a job.

We were really down, as these high requirements were not feasible for us and we had to hand Rohiit a termination agreement.

### How could the Nestbau-Zentrale helps you?

We did not give up yet and sought contact with the business development agency. There the established Nestbau-Zentrale gave us the crucial link to the office that took us as a company by the hand to hire the foreign skilled worker and guided us through the "integration jungle".

### So there were hope again. How did you go on?

Ms. Pfeifer from the Specialist Immigration Information Center in Chemnitz enlightened us. In order for foreign skilled workers to be able to work here, a local salary must be paid. The Blue Card is only an option. Step by step, she explained to us what had to be done and helped us with all the necessary documents. We are very grateful for this tremendous support.

### What do you appreciate about Rohiit?

He is courteous, conscientious and he thinks interdisciplinary. He quickly integrated himself into the team and brings another advantage to the company: German employees improve their English and Rohiit improve his German. The entire team benefits from it.

### Three important steps to hiring a foreign professional:

1. Recognition of education and degrees if acquired abroad
2. Preparation of a job offer & the declaration of the employment relationship
3. Submission of required documents to Immigration authority

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