



Association  
of European  
Businesses

Language: RUS

20 May 2020

15:00-16:40

## AEB HR Committee Recruitment Sub- Committee

# Approaches to hiring in a new reality.

### PROGRAMME

**Moderator:** **Irena Alekritskaya**, Chairperson of the Recruitment Sub-Committee  
Managing Consultant, Industrial Dept., Antal Russia

**15:00 - 15:10** **Welcome words**  
**Irina Aksenova**, Chairperson of the AEB HR Committee, Deputy General  
Manager, Key Accounts, Coleman Services

**15:10 - 15:30** **Labor Market in Spring 2020: Challenges for Employers and Expectations of Candidates**  
**Irena Alekritskaya**, Chairperson of the Recruitment Sub-Committee  
Managing Consultant, Industrial Dept., Antal Russia

Employers:

- How will the office change after the end of the self-isolation regime?
- Will the remote mode become more common?
- How many employers are going to hire employees by evaluating candidates online only?

Candidates:

- Candidate Plans for Job Search
- Job seekers salary expectations when changing jobs
- Duration of job search in crisis
- Salary and bonus changes in 2020 vs 2019

**15:30 - 15:50** **Efficient use of internal resources**  
**Vera Solomatina** HR Director, SAP CIS

- The sharing economy in the external and internal labor market
- Labor redistribution tools
- Additional effects for the company and employees

**15:50 - 16:10** **Remote hiring and adaptation of newcomers – Chiesi Pharmaceuticals practice**  
**Tatiana Kolomiets**, HR Director, Chiesi Pharmaceuticals LLC

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Association of European Businesses  
Butyrsky Val str. 68/70, bld. 1  
127055 Moscow, Russia

Phone: +7 (495) 234 27 64  
Fax: +7 (495) 234 28 07

E-mail: [info@aebrus.ru](mailto:info@aebrus.ru)  
[www.aebrus.ru](http://www.aebrus.ru)



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- Selection of candidates using online tools and solutions
- Labor Relations formalization using EDS
- Getting to know the company - the first week and after
- Mentoring to help a new field employee

**16:10 - 16:30**      **Cross-hiring: how to organize and ensure compliance with labor laws and the quick adaptation of new employees**  
**Julia Nikolaeva**, Head of Legal & Compliance, METRO Cash & Carry(tbc)

**16:30 - 16:40**      **Q & A**

**Working language:**      **Russian.** English interpretation will be provided.

**Contact person:**      **Svetlana Nechaeva**, AEB  
Tel: +7 (495) 234 27 64, ext. 139, [Svetlana.Nechaeva@aebrus.ru](mailto:Svetlana.Nechaeva@aebrus.ru)