

# TF-X Affiliate Employment Proposition

BAE Systems Turkey is a trusted partner working closely with Turkish Aerospace in the development of the TF-X Fighter Jet.

The TF-X programme provides opportunities for skilled engineers interested in the challenges faced in the early lifecycle stages of a programme and also the opportunity to work in a collaborative international environment.

New recruits will be offered permanent employment contracts to join BAE Systems Turkey.

There is an attractive support and benefits package which has been designed to:

- Ensure that employees are supported when moving overseas
- Maintain individual standard of living
- Enable turnkey solution option for accommodation and living

## **Living Environment**

### **Turkey**

- Established in the 1920s by a nationalist leader Kemal Ataturk
- A Eurasian country spanning western Asia and south eastern Europe
- Democratic, secular, unitary and constitutional republic
- Integrated with the west – NATO and G20 member
- Ancient cultural history – Ottoman Empire



### **Ankara**

- Cosmopolitan City
- Seasonal climate
- Beach and ski resort within 2-4 hrs
- Hospitality is a core value in Turkey
- Leisure & Recreational Facilities
- Fantastic shopping and restaurant facilities
- Low cost of living compared to UK



## **Work Environment**

- Employees will be based at TAI's Akinci site – North West Ankara
- Diverse team and environment
- Dress code and office culture similar to UK
- The working week is 45 hours
  - Start time: 7:30am – 8.30am
  - Finish Time: 17:30pm – 18.30pm
  - 1 hour lunch break

### **Leave entitlement**

- 20 days paid annual leave provided
- Turkish bank holidays

### **Compensation**

- Competitive Base salary
- Location allowance – to recognise the cultural differences of living in Turkey compared to UK
- Mobility Allowance – to aid transition into Turkish tax environment from UK
- Home leave allowance - to maintain links with family
- Completion bonus – 5% of net basic salary for each relevant year payable 5% of net basic salary earned on completion of each 12 months and paid on completion of employment up to a maximum value of 30%

### **Accommodation Options**

#### **Option 1**

- High Quality Accommodation provided. Turnkey solution – Modern, spacious furnished apartment provided on a complex with gym, swimming pool, supermarket, restaurants & bars. Utilities covered by the company.

#### **Option 2**

- Annual Accommodation Allowance Payment of £10,000 (Gross)
- £5,000 (Net) one off payment for Hard & Soft Furnishings
- Up to 30 days paid temporary accommodation whilst sourcing a property

### **Benefits**

- Medical and dental insurance
- Immigration and destination services support
- Expatriation and Repatriation support

### **Other Key information:**

- Remuneration paid into local Turkish bank account in GBP.
- Permanent employment contracts.
- Dedicated Turkey Based business support team including Turkish speakers and a Security manager covering all internal and external security matters.
- No monetary provisions are made to recognise accompanying family members. However, access to immigration and destination services advice may be provided to support Affiliate employees whose family choose to expatriate with them with any costs covered by the employee.

