

# **Project description and key facts**

**for the awarding of contracts for  
the recruitment, language qualification and support of international specialists in the field of  
passenger car and commercial vehicle mechatronics for Germany**

**Timeline:**

50 car mechanics and 50 heavy duty mechanics **by February 2026** with A2 exam certification and B1 course.

50 car mechanics and 50 heavy duty mechanics **by June 2026** with A2 exam certification and B1 course.

## **1. Objective**

The aim is to ensure the best quality of specialists, language training and processes

The top priority is to ensure that all skilled workers arrive in Germany at the specified arrival time. The maximum time from recruitment to arrival in Germany is 12 months. Vögel is entitled to terminate the contracts if the professionals do not arrive within the timeline specified by the client

## **2. Service description**

Use of the customer and project management software provided by Vögel with daily updates and entry of all relevant documents and project steps

Recruiting and informing candidates about the program, the employer, the job and the general conditions

Organization, verification, translation and, if necessary, certification of all required documents  
Information on rights and obligations, conclusion of the placement and qualification agreement  
Organize job interviews with employers, ensure the appropriate preparation of participants and a smooth process. Provision of the translator

Organization of the prompt signature of the employment contract by the participant  
Organization of the language course, tracking of language development, ensuring the quality of the language course and adherence to timelines

Ensuring successful completion of the A2 German exam within 4 - 6 months of the start of the program with a certificate from a language institute approved by the German recognition authorities (e.g. Goethe-Institut, telc, TestDaf, ÖSD)

Ensuring an internal B1 exam and an internal language certificate from the language school in accordance with the European Framework of Reference for Languages within 10 months of the start of the program

Organization of intercultural preparation for living and working in Germany  
Cooperation in professional recognition by obtaining the required documents on time and in the correct quality

Organizing the visa appointment, submitting the visa and ensuring that the visa is issued  
Transfer preparation, organization and securing the transfer and departure of participants

### 3. Specialist profiles

**Automotive mechatronics technician**" within the meaning of this requirement is any candidate who meets the legal, technical and language requirements for working in an automotive workshop in Germany and who is able and willing to take up employment in a corresponding company in Germany. The contractual partner shall ensure that the skilled workers accept the vacancies offered as automotive mechatronics technicians.

**Commercial vehicle mechatronics technician**" within the meaning of this requirement is any candidate who meets the legal, technical and language requirements for working in a vehicle workshop specializing in commercial vehicles in Germany and who is able and willing to take up employment in a corresponding company in Germany. The contractual partner shall ensure that the skilled workers accept the vacancies offered as commercial vehicle mechatronics technicians.

The required language level of the skilled workers is an A2 certificate recognized by the embassy and the B1 certificate internally issued by the training institution, which has been tested according to the European Framework of Reference. The participant undertakes to attend and complete further in-service language courses in Germany.

### 4. Admission requirements

Admission requirements for the program are as follows for automotive and commercial vehicle mechatronics technicians:

- a. Valid Non EU B driver's license car
- b. A valid NON EU truck driver's license is desirable, but not a must
- c. Proof of completed training as a motor vehicle or commercial vehicle mechatronics technician equivalent to German educational standards
- d. Proven hands-on professional experience directly in the workshop on the vehicle or commercial vehicle in the areas:
  - Mainly maintenance as a maintenance or service technician
  - Mainly repairs as a repair or system technician
  - after consultation Diagnosis as diagnostic technician
- e. At least three years of professional experience, preferably 5 years. If the candidate has less than three years of professional experience, admission to the program will only be granted after consultation with Vögel and written confirmation
- f. The candidate confirms that he/she is in good health to carry out the profession
- g. The candidate is not older than 40 years at the start of the program

**Important:**

1. 3 year diploma holders in the relevant field
2. Bachelors degree in the relevant field
3. ITI is really not preferred, as the students do not have English speaking skills. If so, then English is a must with 3 or more years of experience.

Hands on job experience (minimum 3 years) without a trainer is a must.

Before the start of the program, the contractual partner must check whether the candidate meets the aforementioned requirements and document this, whereby the candidate shall provide the contractual partner with the documents defined below, among other things:

- a. Tabular curriculum vitae in an agreed standard format in German
- b. Candidate profile in German
- c. School leaving certificate
- d. Degree certificate and diploma or certificate of vocational training or study. Only degrees from state-accredited schools and universities are valid
- e. Proof of employment / references
- f. Copy of passport or identity card
- g. Certificate of good conduct
- h. Valid NON EU B driver's license
- i. If required, a health certificate confirming the ability to practice the profession
- j. If required, curricula and in-depth training and activity certificates are obtained. Only training or study programs that are state-accredited in the home country are permitted.
- k. All relevant documents are translated into German and/or notarized by the contractual partner

## 6. Brand experiences

Brand experience is very important to the customer. The specialists should have brand experience as a priority:

<b>Automotive mechatronics technician (passenger car)</b>	<b>Commercial vehicle mechatronics technician (commercial vehicles)</b>
Mercedes-Benz	Mercedes-Benz
VW/Skoda	MAN
Hyundai	Volvo
Kia	Volkswagen
Nissan	Ford
Opel	Fiat
Ford	Other
Miscellaneous	

## 7. Working conditions, rights and obligations of professionals

- Secure and challenging jobs in automotive and commercial vehicle workshops in Germany
- Complete equality with German employees
- Permanent employment contracts, six-month probationary period
- Salary depending on region in Germany from EUR 2,800.00 plus bonuses & social benefits
- Only participants who want to migrate permanently or long-term. No short-term migration desired
- Family reunification desired

### To summarize

#### KFZ Mechatroniker

- **Automotive Mechatronics Engineer or Automotive Technician:** Works on passenger vehicles, focusing on mechatronic systems, which combine mechanical, electrical, and software engineering.

#### NFZ Mechatroniker

- **Commercial Vehicle Mechatronics Engineer or Heavy-Duty Vehicle Technician:** Specializes in mechatronic systems for commercial vehicles, such as trucks, buses, or construction equipment.

Both roles involve troubleshooting, repairing, and maintaining complex vehicle systems, including electronics, mechanics, and software.

