

YOURCEBULGARIA.CC



THE HEART OF THE MEDITERRANEAN

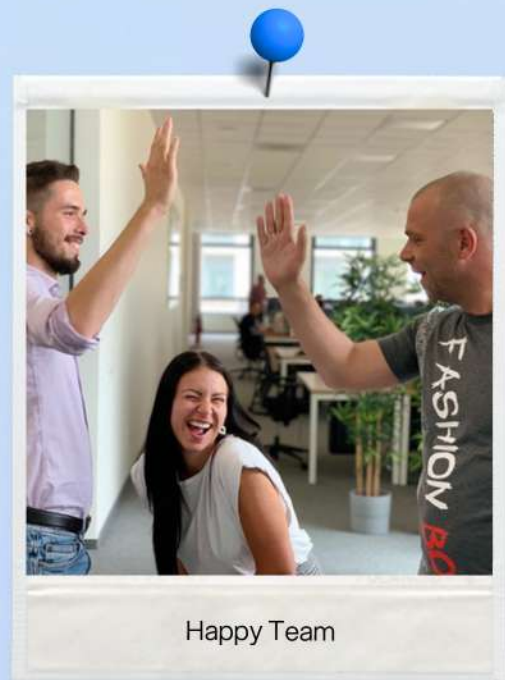
# LIVE & WORK IN GREECE

YOURCE

# Why work @Yource Greece

By joining Yource Greece, you'll become part of a passionate and ambitious team with a true "**FeelLikeFamily**" culture.

Combined with the beauty of Greece, it's the perfect opportunity to start a new adventure while enjoying a great work-life balance.



## We offer more than just a job

### Growth

Grow your career at Yource Greece by exploring new opportunities and developing your strengths.

### Learning

Learn from professionals and gain hands-on experience through on-the-job training.

### Variety

Working at Yource Greece gives you access to many areas of the business, with no two days the same.

### Impact

You can have your ideas heard by higher management levels and get a chance to implement these ideas.

# Who We Are

Know **today** what  
counts **tomorrow**.

Stefan Dermul, Country Director



Yource Greece was established in 2022 and operates as a fully virtual organization, with administrative offices in Thessaloniki and operational management from Sofia, Bulgaria. As part of the Yource Group, headquartered in Rotterdam, The Netherlands, we are connected to a network of over 6,000 colleagues across 8 countries.



**YOURCE**

# Head Office Sofia, Bulgaria

We believe a **pleasant working environment** has a positive impact on the success and happiness of our people at work.



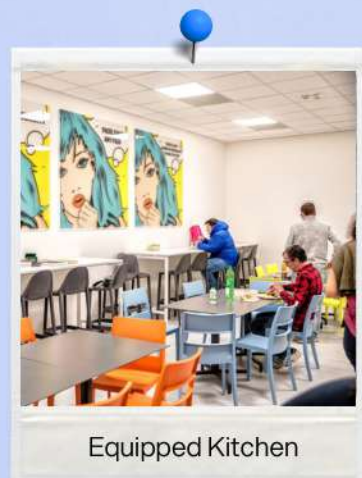
- ✓ Located @Garitage Park
- ✓ At the foot of Vitosha mountain
- ✓ Business Park Sofia area
- ✓ Luxurious sport center with a 25m swimming pool
- ✓ 20min from the city center
- ✓ Supermarket, restaurants, coffee shops, services



Modern Office



Garitage Park



Equipped Kitchen

# We care about YOU

At Yource Greece, we care about our people. We encourage our employees to have fun and enjoy a **healthy and balanced lifestyle**.



Technical equipment

Free doorstep delivery with support when you need it.



Work remotely

Work from home full-time and enjoy every benefit.



Achievement Award

Every quarter, employees can be nominated for our Award.



Salary payments biweekly

The salary is paid out two times per month.

...

# Our Offer: Your Job

- ✓ **Contract**  
Indefinite-term employment contract.
- ✓ **Communication & location allowance**  
30€ net monthly.
- ✓ **Remuneration**  
See job offer email for salary and bonus.
- ✓ **Food vouchers**  
121€ / month net for a full-time contract.
- ✓ **Extras by Greek Law:**  
Additional Christmas remuneration / Easter remuneration / Holiday remuneration



## Scheme of Payment

Salary is paid in **two parts**:  
500€ on the **5th** and the remaining salary + bonuses + food vouchers on the **20th**\*

\*Amount may vary depending on your start date and contract type.

## Example

If you start on **15 January 2026**, you'll receive your **first partial salary** (€200–250, depending on hours worked) on **5 February**, with the **remaining salary, food vouchers, and bonuses on 20 February**. From then on, you'll receive a €500 advance on the 5th and the remaining salary, food vouchers, and bonuses on the 20th of each month.

# Our Offer



## **121€ Food Vouchers**

You receive up to €121 net in monthly food vouchers for full-time contracts, prorated for part-time based on your contracted hours. The amount is credited to your card on the 20th of each month, except in your first and last month of employment. Your first vouchers are issued on the 20th of your second month.

### **How it works:**

As a Yource Greece employee, you receive a digital card from Hellenic Food Voucher Services. Activation details are sent by email. Around the 20th each month, your card is credited with up to €121 net, usable in Greece at selected shops, restaurants, and bars.



## **Training**

Your remote training starts on your first working day and is fully paid according to your contract.



## **Holidays**

Paid holidays (pro rata): 20 days in year 1, 21 in year 2, and 22 in year 3 of employment.

# Our Offer: Public Holidays

**Public holidays are considered separately for Greece and your project country of work.**

|    | Public Holiday in Greece? | Public Holiday in Project Country? | Working? | Pay and Scheduling                                                               |
|----|---------------------------|------------------------------------|----------|----------------------------------------------------------------------------------|
| 1. | No                        | Yes                                | No       | You will be asked to take a (un)paid holiday.*                                   |
| 2. | Yes                       | No**                               | Yes      | You are paid 175% for that day (=75% on top of your regular daily remuneration). |
| 3. | Yes                       | Yes                                | No       | You are scheduled off without being asked to take a paid holiday.                |

Note: \* in case you have already accumulated paid holidays.

\*\* usually our projects are not working on the public holidays in the country project we serve.

## Example 1: You work on a project serving in Belgium

| Date       | Public Holiday in Greece? | Public Holiday in Project Country? | Working? | Pay and Scheduling                                                                                                                                 |
|------------|---------------------------|------------------------------------|----------|----------------------------------------------------------------------------------------------------------------------------------------------------|
| 06/04/2026 | No                        | Yes                                | No       | You will be asked to request a (un)paid holiday day because the project is closed.*                                                                |
| 13/04/2026 | Yes                       | No**                               | Yes      | You may be scheduled to work based on the staffing needed (=175% pay on that day) or scheduled off if less staffing needed (regular pay that day). |
| 01/05/2026 | Yes                       | Yes                                | No       | You are scheduled off (=regular pay that day).                                                                                                     |

Note: \* in case you have already accumulated paid holidays.

\*\* usually our projects are not working on the public holidays in the country project we serve.

## Example 2: You work on a project serving in The Netherlands

| Date       | Public Holiday in Greece? | Public Holiday in Project Country? | Working? | Pay and Scheduling                                                                                      |
|------------|---------------------------|------------------------------------|----------|---------------------------------------------------------------------------------------------------------|
| 01/05/2026 | Yes                       | No                                 | Yes      | Most agents will be asked to work based on the staffing needed of the project (= 175% pay on that day). |

# Our Offer: Home Office



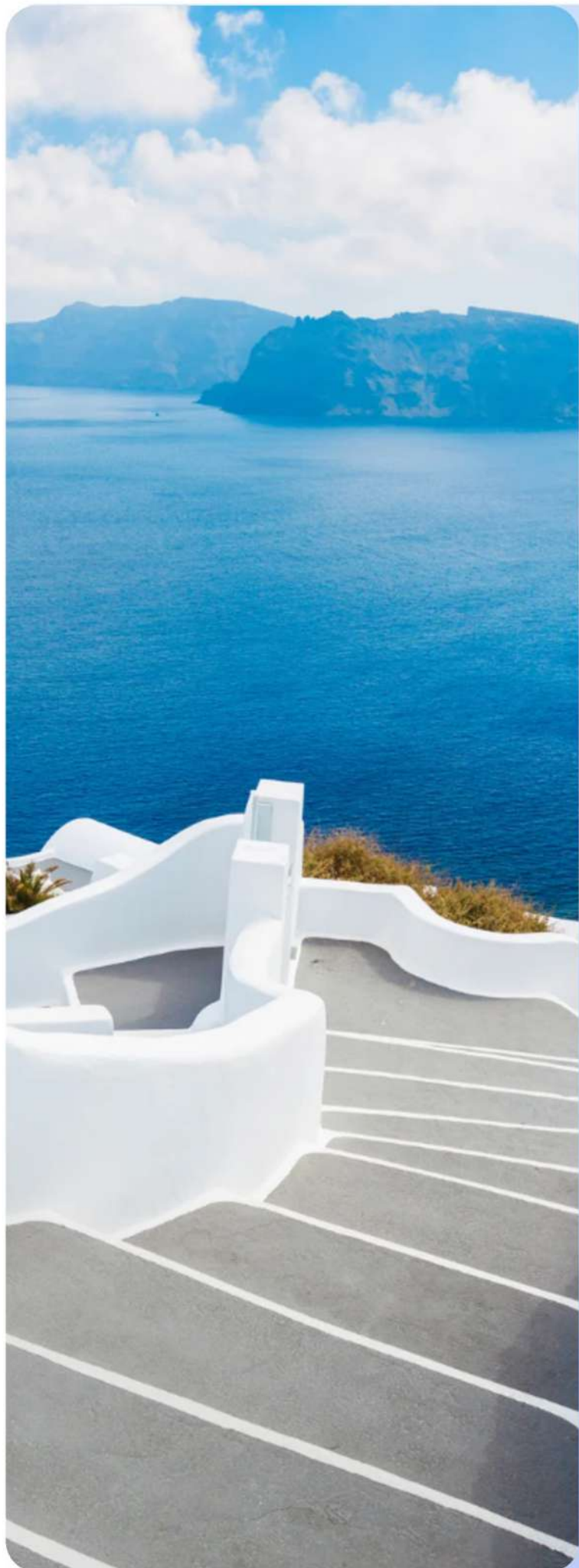
## We provide

- ✓ Laptop
- ✓ Second screen
- ✓ Headset + Mouse
- ✓ USB-hub
- ✓ USB to Ethernet adapter
- ✓ Ethernet cable (= LAN, Inet)
- ✓ HDMI cable

## Technical Requirements

- ✓ Internet: 30–40 Mbps DL, 10–20 Mbps UP (min. 10 Mbps).
- ✓ Wired UTP connection or Starlink.
- ✓ Laptop must be connected via cable and adapter (provided).
- ✓ No neighbour Wi-Fi allowed.

# Our Offer: Home Office



## You provide

- ✓ Internet connection
- ✓ UTP connection required
- ✓ No connection via Wi-Fi or Satellite
- ✓ Professional workspace required: quiet environment, good lighting, fresh air, a stable desk, and an ergonomic chair, similar to a professional office setup.

## Occupational Health Doctor

- ✓ As part of onboarding, you will have a video call with our health doctor during working hours to create your medical file and provide access to work-related medical advice (within the first months of employment).

## Your contact person

- ✓ In case of questions:  
[recruitment-bg@yource.com](mailto:recruitment-bg@yource.com)

# What our people say

## Our people are at the heart of everything we do!

Discover what they enjoy most about working at Yource Greece.

"Working in the Team I work in is a truly rewarding experience. Our people-focused culture is built on collaboration, mutual support, and recognition that every team member plays an important role..."



Borislava, Senior Agent

"What I enjoy most about my role at Yource is that no two days are the same. The dynamic work environment constantly challenges me to improve processes, adapt to new situations, and think proactively..."



Giovanni, Team Lead



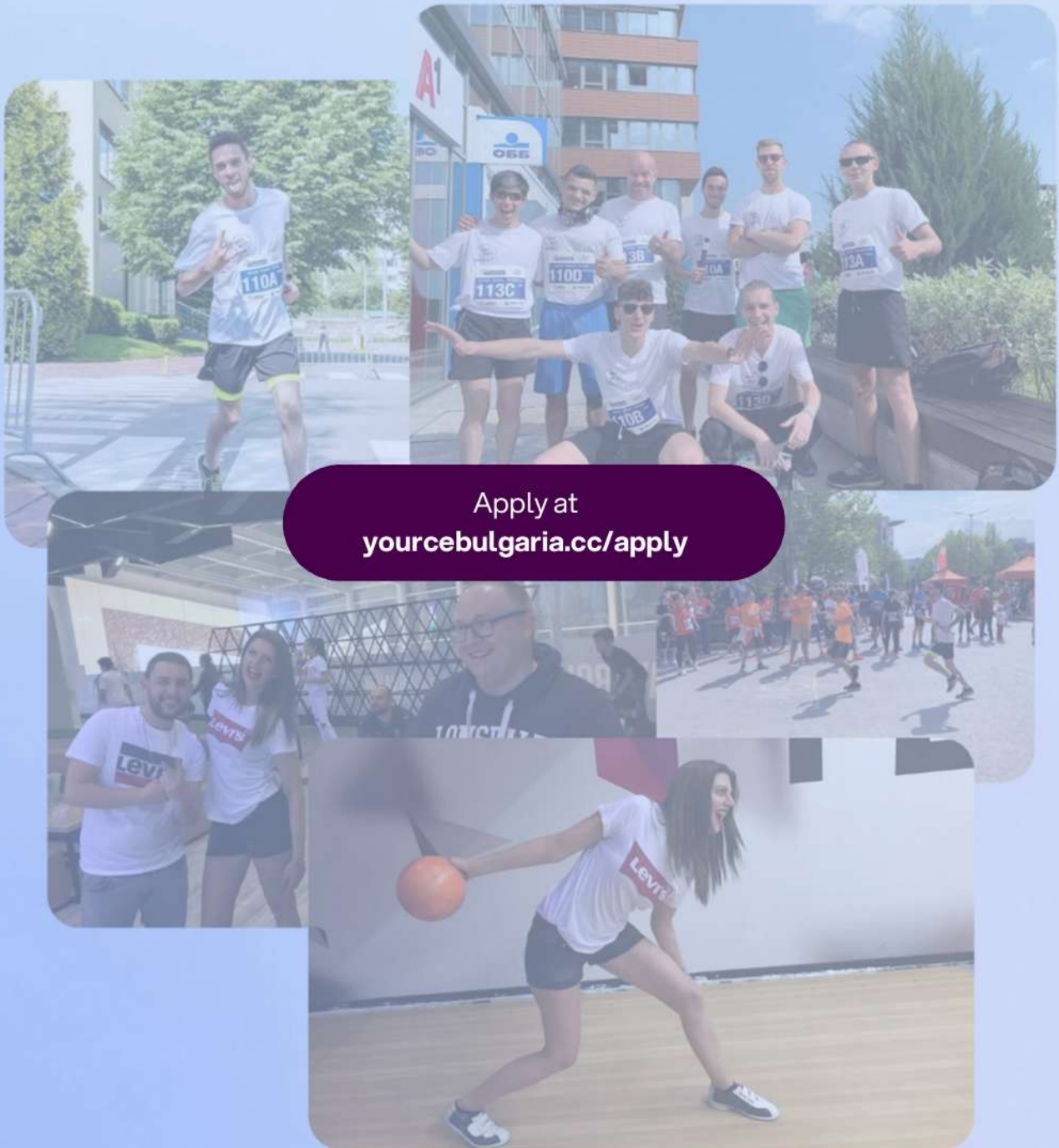
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**YOURCE**

# Join our team

## Where Work Meets Fun

Grow your skills, use your language, and be part of a supportive workplace where every day brings new opportunities.



**YOURCE**