

# Talent Matching by Gaza Sky Geeks

## Services Overview

### Who We Are

**Gaza Sky Geeks** is Palestine's leading tech hub. Established by Google and Mercy Corps in 2011, GSG trains, nurtures and supports emerging tech talent with the goal of creating a sustainable and inclusive digital job market in Palestine. Gaza Sky Geeks is a non-profit program of Mercy Corps, a distinguished global humanitarian organization.

**GSG helps companies build their teams with top-tier Palestinian talent.** Participants who graduate from our technical trainings also participate in employability workshops, technical skill builders, internships, and other experience-based projects.

**Our Talent Matching Team ensures that every long-term hire is successful** by providing tailored recruitment services, personalized career counseling to tech talents, and international payment solutions to our clients, making scaling your team across borders meaningful and effective.

### Our Services

#### Individual Placements, Internship Programs & Team Building



Job posting & advertising



Targeted recruitment & applicant screening



Technical and non-technical skill assessments



Shortlist of select candidates



Bespoke upskilling & onboarding

#### Post-Hire Support



Client check-ins



New hire & team check-ins



Community support & 1:1 mentorship



24/7 co-working space with high-speed internet



Payment facilitation services

### Our Costs

#### Individual Placement & Support

One time payment of 20% of the first year's salary

#### Payment Processing

5% all-inclusive processing charge for payments to Palestine

#### Desk Rental

\$90 per employee, offices & floating desk spaces available

#### Custom Internship Programs

Contact us for a internship program design consultation

#### Team Building & Management

Contact us for a custom team building consultation

### Our Guarantee



If a tech talent quits or is let go for any reason within the first year of employment, GSG makes every effort to replace them with another candidate at no additional cost.



Gaza Sky Geeks

## Get Started

# 1

### Discovery & Design

We assess your hiring needs, review job descriptions and ensure we understand your company's culture. For internship programs and building highly effective teams our specialists design a scope of work with tailored recruitment services

# 2

### Placement

We cultivate junior developers through our in-house code academy, upskill tech talent through our technical training and freelance programs, in addition to recruiting experienced talent from our alumni and wider community.

# 3

### Contracting & Payment

We set up contracts directly with clients and tech talents to serve as the intermediary for monthly payment processing. Our parent company, Mercy Corps, a non-profit organization based in the United States, handles the logistics of the payment delivery process to Palestine. You simply confirm your new hire's working hours each month and remit payment to our US bank account.

## FAQ

### What are the standard employment norms in Palestine?

- The Palestinian work week is from Sunday - Thursday, 40 hours per week.
- Annual leave generally entails 15 vacation days, 14 days of sick leave, and 14 days of public holidays.
- GSG seeks to place our talent in long-term positions (6-12 months, 20-40 hours per week) and we will work with you to align upon a competitive and just salary based on experience.
- The average starting salary for junior talent in Palestine is \$800-\$1,200 a month, mid-level developers earn \$2,000 and up, and senior developers earn \$3,000 and up. (USD)

### What is the purpose of the agreement between my company and GSG's parent organization, Mercy Corps?

- Mercy Corps is a 501c3 non-profit. Our agreement with your company confirms the daily or monthly rate the tech talent will earn, and the associated placement, program, payment facilitation and desk rental costs.

### Is my GSG employee a contractor or a direct hire?

- If you choose to utilize our payment facilitation services, your GSG employee will be set up as a contractor for GSG's parent company, Mercy Corps, which is legally housed within the United States. There are difficulties in making direct payments to Palestinian bank accounts, mainly for political reasons.
- However, the agreements with Mercy Corps do not facilitate terms of employment beyond the employment start and end dates, hours worked per week, salary amount and associated banking fees. Often, our clients do set up a direct agreement with their new hire to cover specific company policies.
- Under our agreement with tech talents we explicitly state that they are contractors and not considered an employee of Mercy Corps or GSG. As such, they are not entitled to any employee benefits from Mercy Corps (including worker's compensation, insurance, severance, vacation or sick pay etc).

### What are expected employee benefits and tax implications when hiring through GSG?

- Our agreements do not dictate any terms as it relates to leave or other benefits on behalf of the tech talents. These details are completely up to the employers to communicate to the tech talents, and in many cases employers sign an agreement directly with the tech talents that details the benefits or expectations associated with the role.
- Individual contractors (hires) will be liable for paying taxes totalling 5% of their salary. GSG will deduct this amount from the developers' monthly salary payments and pay the taxes to the local government on the behalf of the hires.

## CONTACT

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