

# Soon in Karlsruhe

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Human Resources and Security



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# WHO WE ARE

The Joint Research Centre (JRC) is one of the Directorate-Generals (DG) of the European Commission and its mission is to provide independent, evidence-based knowledge and science, supporting EU policies to positively impact society.

The JRC is located in five countries in six different sites (Brussels, Geel, Ispra, Karlsruhe, Petten and Seville) and employs around 2600 staff for all sites, 220 highly specialized trained staff and 80 contractors at JRC Karlsruhe

The Karlsruhe site is the core of the JRC research for Nuclear Safety and Security, whose mission is the implementation of the JRC Euratom Research and Training Programme and the maintenance and dissemination of nuclear competences in Europe, to serve both "nuclear" and "non-nuclear" Member States.

Moving to a new country can sometimes be challenging, so we want to help you to ensure a smooth transition to your new job. In this brochure, we will provide you with the information related to different administrative procedures, practical arrangements and your stay in Karlsruhe.

## WHERE WE ARE

The JRC Karlsruhe site is located on the premises of the Karlsruhe Institute of Technology (KIT) Campus North, in Eggenstein-Leopoldshafen, around 12 km north from the Karlsruhe city centre.

Karlsruhe, situated in the German federal state Baden-Württemberg, is a city known for its rich cultural offer. The city hosts the Center for Art and Media (ZKM), a worldwide unique cultural institution, and offers diverse job opportunities in technology, science and innovation. The emphasis on research and development contributes to make Karlsruhe an attractive destination: the Karlsruhe Technology Region – an action group made up of businesses, chambers of commerce and industry, scientific institutions and public authorities – is committed to strengthening and promoting the region as a hub for business, science and innovation, with a focus on mobility, energy and IT.

The region Baden-Württemberg offers different attractions. The Schwarzwald (Black Forest) is a picturesque region known for its dense forests, charming villages, and outdoor activities. Sports enthusiasts will appreciate the range of recreational activities available, from hiking, cycling, skiing, or exploring the scenic landscapes.



JRC Karlsruhe, EU 2021

In addition, Germany is considered one of the safest countries in the world<sup>1</sup> and offers its residents a safe and stable living environment.

Summing it all up, Karlsruhe is a university city hosting numerous cultural institutions with a diverse and colourful programme from classic to modern (from castles to modern media and art museums). It is a place with high quality of life.

1 ref: Global Peace Index

# ARRIVING TO GERMANY

## HR TEAM AT JRC KARLSRUHE

The local Human Resources team accompanies you not only through the whole selection and recruitment process up to your first day on the job, and afterwards also during your entire career at the JRC.

Upon your arrival at the JRC Karlsruhe site you will be invited to an HR welcome session on local site matters. In addition, a JRC Welcome induction programme organised online will give you the possibility to get to know better the European Commission and the JRC.

Feel free to contact the HR team for any question you might have regarding your upcoming relocation and the required administrative procedures via email: <u>HR-JRC-KRU-CONTACT@ec.europa.eu</u>

# ADMINISTRATIVE PROCEDURES

Upon recruitment, there are several administrative documents to be provided and procedures to be following. The most pertinent are listed here:

#### **RELIABILITY SCREENING**

Reliability screening (in German: Zuverlässigkeitsüberprüfung) is a mandatory security requirement carried out based on § 12b of the Atomic Energy Act, i.e. regulation of the German federal government for screening reliability for the protection against theft or substantial release of radioactive substances. In Baden- Württemberg, the Ministry of Environment in Stuttgart is responsible for conducting the personal reliability screening. In the recruitment process, all newcomers must fill in a declaration about personal reliability screening and obtain criminal records from all countries of their permanent residence within the last 10 years. These documents must be sent in original to the security office of the JRC who submits them to the ministry for screening.

## BANK ACCOUNT

All officials, contract agents, grant holders and trainees can be paid to a bank account in the European Union, but we recommend to open a bank account in Germany, especially for contracts with longer duration.

To open a bank account, you must present your:

- identity documents (passport or id card)
- letter of recruitment / employment contract
- registration with the German authorities ("Anmeldebescheinigung") - see below

If necessary, we can provide you with a certificate of employment. Upon job start with us, the European Commission's online personnel system can also generate a standard certificate.

#### REGISTRATION AS A RESIDENT (ANMELDUNG)

No residence permit is required for EU citizens in Germany; however, you are required by law to register your address or any change in your address to the authorities in your town of residence. Appointments can be booked <u>online</u>. The registration office is called "Bürgerbüro" and it is located at the city hall (Rathaus). The main office for the city of Karlsruhe is in <u>Kaiserallee 8</u>. Each city or village has its own.

For the appointment you need to have:

- Passport or identity card
- Confirmation from your landlord (e.g. rental contract)

#### FAMILY MEMBERS – NON-EU CITIZENS

If you are a citizen of a country outside the EU and entering Germany to live here permanently, you must register with the local Ausländerbehörde (Immigration Office Karlsruhe). They will issue you with an Aufenthaltstitel (residence permit).

A number of documents (in some cases apostilled and translated) and/or Visa C or D are needed.

More on:

https://www.anika-net.de/arriving/registering/ immigration-office-auslanderbehorde/

#### JRC MEDICAL SERVICE KARLSRUHE

The JRC Medical Service Karlsruhe offers assistance to the staff during working hours and does various medical examinations, including an annual medical check-up.

Upon request, the JRC Medical Service Karlsruhe can provide staff with an updated list of general practitioners and specialists in the area.

#### **HEALTH INSURANCE**

JRC statutory staff members, officials and contract agents (and under certain conditions their family members) are covered by the Joint Sickness and Insurance Scheme (JSIS). The JSIS monthly contribution is paid directly from the statutory staff member's salary.

Family members arriving to Germany are required to have health coverage, either via their national health system (for example the S1 form) or a private health insurance until JSIS membership assessment has been finalised.

Non-statutory staff members (grant holders and trainees) are not covered by JSIS.

Grant holders have a German employment contract. They have the free choice among over 160 legally recognised health insurance providers (gesetzliche Krankenkassen). The majority of our grantholders is registered with TKK (Techniker Krankenkasse):

https://www.tk.de/en/tk-membership/ become-a-member-2037070

Trainees are required to present proof of their health insurance coverage (e.g. European Health Insurance Card – EHIC). Trainees who cannot be covered by any other health insurance scheme will be insured under the policy of the EU held with an insurance company. Their contribution is one third of the premium deducted from the monthly allowance.

## ACCOMMODATION

There are several platforms to search for accommodation in Karlsruhe depending on the location, type of apartment, length of stay and available budget. There is a high demand for accommodation in Karlsruhe and surroundings, and sometimes it is not always straightforward to find a suitable accommodation immediately upon your arrival. Here below, we have outlined a few tips, which may be useful to you.

## KIT GUESTHOUSE (SHORT-TERM STAY)

JRC Karlsruhe has a beneficial arrangement with the Karlsruhe Institute of Technology (KIT), offering newcomers access to a guesthouse in the heart of Karlsruhe. Usually, a short-term stay of up to a maximum of 6 months is offered, subject to free capacity.



Features of the Guesthouse:

- Accommodation Type: Fully furnished and equipped single-bed apartments.
- Rate: €27.00 per night, €810.00 per month, with an additional €40.00 for the final cleaning fee. (Prices may vary, please do check the latest price information on the KIT website provided below)
- Inclusions: Housekeeping services, electricity, water, and WiFi.

Tips: The Guesthouse is usually fully booked a couple of months in advance. If you are interested, please make your reservation as soon as possible in order to get a place. Bookings are done through HR-Karlsruhe.

For more information, explore the detailed description and conditions on the dedicated website: <u>KIT Guesthouse Details</u>.

#### **OTHER GUESTHOUSES**

We also provide a list of other Guesthouses to check upon availability:

- GDH-KIT
- <u>ID-Schools</u>
- Kaiserpassage
- <u>CityApartment</u>
- <u>BoardingHouseKarlsruhe</u>
- <u>BusinessApartment</u>
- <u>Gotesau</u>
- <u>Aohostels</u>
- <u>Hc24</u>
- <u>CityApartment</u>
- Seeger Living.

#### **REAL ESTATE AGENCIES**

The following is a list of agencies recommended in recent years by colleagues at JRC – Karlsruhe:

- <u>Kaheim</u>
- Hadiko
- Quoka
- Immobilienscout24
- <u>Studierendenwerk Karlsruhe</u>

The following agencies have also been helpful for colleagues upon their arrival, though the list is by no means exhaustive.

- <u>HuG</u>: This agency is known for its personalized approach, owned by property owners themselves. Their primary language of communication is German, providing a significant advantage for effective initial contact.
- <u>Beck Hausverwaltung</u>: Beck operates as a service provider in the real estate sector, offering expertise in property management. Like HuG, proficiency in German is beneficial for the initial interaction.
- <u>Weststadtmakler</u>: This agency specializes in Karlsruhe city, providing a range of rental options, whether you are looking for an apartment or house within the city limits.
- <u>Immobilien Frick</u> and <u>AIA</u>: These agencies are particularly recommended for those looking for accommodation near KIT Campus Nord and its surrounding areas.

#### SHARING AN APARTMENT, WG GESUCHT

In Germany, the term "Wohngemeinschaft" (WG) describes a housing arrangement where multiple tenants cohabit in a shared apartment. This is an excellent way to build friendships, particularly when you are in a foreign country. In a WG setup, each tenant usually has their individual room, while common spaces like the bathroom, kitchen, and sometimes a living room are shared among the residents.

In Karlsruhe (and Germany, in general), the best and most popular platform for finding such apartments is called WG Gesucht. This is how it works: firstly, you need to create an account on the <u>WG-gesucht</u>. Once registered, input your housing preferences, such as location, number of flat mates and budget. Browse through the listings, and when you find a potential match, use the platform's messaging system to connect with advertisers. Schedule viewings to inspect the accommodation, and if satisfied, proceed with the application process by providing necessary details. 7

- Hidden words and questions: Due to the high demand, we recommend always reading carefully the different sections of the description and not just applying without reading, in order to show that you have taken care reading the description.
- Tailor your message: Due to the many applicants, it is important that your initial message is well written, attention grabbing, and adequate to the accommodation description. Do not repeat the same message to all the accommodation adverts. Typically, your potential future roommates will write about themselves, their work or study, and their hobbies. Structure your message about yourself and, at some point, reference something from their descriptions, showing that you have read them and, therefore, expressing genuine interest.
- Language and nationality barrier: Karlsruhe is a small but quite international city. Many people from different places share apartments in a multicultural environment. There are also locals specifically looking to share this experience. On the platform, there is a "filter" section where you can select the languages spoken in the house or whether an international atmosphere is sought or not. It is recommended to use this filter to understand in advance the preferences and the type of individuals the apartment is looking for.

# KARLSRUHE FOR CHILDREN AND FAMILIES

Karlsruhe is a safe middle-sized town surrounded by green areas and a large variety of activities for children, which makes it an ideal place for families. For example, in the city there is a large ZOO area (Zoological Gardens), a museum of natural history (Naturkundemuseum), railway for children in the Karlsruhe palace garden and many playgrounds in the centre.

In the city and surrounding areas there are a lot of baths, spas and heated outdoor pools, many of them including playing areas and waterslides for children.

During the Christmas season, Karlsruhe is famous of its active Christmas market culture which offers amusement parks for children and many other opportunities for the whole family's entertainment.

Europa-Park is the biggest theme park in Germany and a very popular destination for family holidays. It is located in the town of Rust in the southern part of the state of Baden-Württemberg. The park covers a total area of 95 hectares with eighteen themed areas offering around one hundred rides, several shows, thirteen roller coasters, six hotels, a camping site, a tepee village, a cinema and a conference centre.

#### CHILDCARE AND SCHOOLING

Once children are three years old, they can start attending Kindergarten (however, attendance is voluntary). There are various types of kindergartens; those provided by the local authority, churches, associations and private initiatives, which ask for different fees. Normally, children are supervised in the mornings and/or in the afternoons; usually lunch is not offered. Whole-day Kindergarten is also an option which is offered for children who are three years or older. It looks after the children all day (from approx. 7.00 a.m. to 5.00 p.m. depending on the service) and provides meals. However, places on these programmes are limited.

For more opportunities for childcare provided by JRC Karlsruhe, check the services provided by Joint Committee of the Early Childhood (COGEPE), explained below more in detail.

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COGEPE (English: Joint Committee of the Early Childhood) is the social policy committee of JRC Karlsruhe aligned with the Commission decision on improving social dialogue in the Commission through Joint Committees. COGEPE coordinates new applications and distribution of childcare places at the JRC Karlsruhe site. In order to support JRC staff at the Karlsruhe site and to contribute to their work-life balance, the following options for childcare are on offer: day nurseries, after school care, information on the European School Karlsruhe and school holiday activities.

#### EUROPEAN SCHOOL KARLSRUHE

The European Schools are official educational establishments controlled jointly by the governments of the Member States of the European Union. They provide education for nursery, primary and secondary level pupils with a multicultural and multilingual environment, promoting European values.

The 3 main language sections in the European School Karlsruhe are German, English and French; however, the school provides education in almost all official EU languages including after school care and other activities.

Children are admitted to the nursery school at the beginning of the school year in September of the calendar year in which the child reaches four years of age. Following the primary level of five years or after having completed an equivalent education duly certified by another school, the pupils are admitted to the secondary level. The secondary school cycle comprises seven years and ends after twelve years of schooling with the European Baccalaureate.

The Parents' Association (The Parents' Association (PA) of the European School Karlsruhe (ESK) is a non-profit making organisation representing the parents and

their children in the bodies of the school. Moreover, the PA supports the school in a variety of projects and – if necessary – mediates between parents, pupils and the school. The PA is responsible for the organisation of canteen and transport of the students. Furthermore, the PA organises the "after-school activities" and the holiday-care. Every family with pupils enrolled at the ESK can become a member of the PA and be actively involved in the school's daily functioning.



European School Karlsruhe



For more information on the European School of Karlsruhe:

European School Karlsruhe (es-karlsruhe.eu)

Phone: +49 7 21 6 80 09 72 Email: <u>info@es-karlsruhe.eu</u> Address: Albert-Schweitzer-Straße 1 76139 Karlsruhe GERMANY

# SOCIAL NETWORKS AND CLUBS

A variety of opportunities can help you to integrate and get to know your new home through social and sportive activities. You may be interested in joining some of the activities mentioned below.

#### **COPAS KARLSRUHE**



COPAS (Comité Paritaire pour les Actions Sociales) is the Joint Welfare Committee of JRC Karlsruhe. The Committee's role is to define a social action policy based on individual and joint social needs with the aim of furthering the integration of staff members and their families. COPAS sponsors a variety of social events organized by staff, such as the JRC Karlsruhe Summer Party, the JRC Karlsruhe Christmas Party, the Children's Christmas Party, a Dinner & Dance event, the celebrations of the EU Council's presidencies, and the Annual Pensioners' Meeting. COPAS can also give financial and organizational support to activities such as excursions and trips organized for staff and their families.

#### JRC KARLSRUHE CLUBS

There are several sports, culture and leisure clubs offered. This is a good way to get to know your colleagues and make new friends who share the same interests and hobbies. Also new clubs can be formed at any time, so don't hesitate to take the initiative if you have ideas! Currently, there are following clubs available at JRC Karlsruhe:

- Aikido Club
- Astronomy Club
- Basketball Club
- CD & DVD Club

- Climbing Club
- Cooking Club
- Eurovelo Club
- Fitness Club
- Football Club
- Ski Club
- Squash Club
- Tennis Club
- Petanque Club
- Crafts Club

# JOB OPPORTUNITIES FOR FAMILY MEMBERS

Karlsruhe is an international university city where several multinational companies are based. You find in this area many well-known companies, such as Bosch, Mercedes Benz, software giant SAP, Daimler Truck, Würth, drugstore group DM, food chain Kaufland/ Lidl and many others.

Even though English is widely spoken, German language skills increase the chances of finding a suitable job in the area. The closeness to the border with France offers opportunities also for French speakers.

Karlsruhe is known primarily as a technologically and scientifically oriented city, which is why companies and enterprises in this area are well represented. The region is networked across state borders, having a culture of strong entrepreneurship, chambers, scientific institutions and local authorities, combined with a unique offering for international skilled workers - these are the pillars of the Karlsruhe Technology Region (TRK): <u>TRK.de/en</u>

#### **EURES**

EURES is a European cooperation network of the European Commission, the European Labour Authority and national employment services to ease up the mobility of the work-

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force inside the EU and EFTA area. EURES facilitates the free movement of workers by providing information and employment support services to workers and employers and by enhancing cooperation and information exchange.

For more information visit the EURES website: <u>EURES (europa.eu)</u>

EURES works closely with the unemployment office, in German: "Bundesagentur für Arbeit". As a newcomer in Germany, you may find there information on German integration courses, labour market in Germany, recognition of qualifications and many related topics. In case of further interest, you may seek a consultation about possibilities to start working in Germany.

## TRANSPORTATION IN KARLSRUHE

Under some conditions, a contribution to the Deutschland-ticket is provided by JRC Karlsruhe for some groups of JRC employees covering for public transport in Karlsruhe area. Deutschland-ticket is a public transport ticket valid one month at a time that enables travelling by local public transport unlimitedly (not IC and ICE trains). For more information about the ticket and the conditions visit the website of Karlsruher Verkehrsverbund (KVV).

#### **BUSES AND TRAMS**

The JRC Karlsruhe is located in the Karlsruhe Institute of Technology (KIT) Campus North in Eggenstein- Leopoldshafen. You can check the public transport options to the area from the website of public transport network in Karlsruhe area: KVV - <u>Karlsruher</u> <u>Verkehrsverbund - Bahn und Bus - Home</u>

KIT provides a free shuttle bus service between its north and south campuses. There are also a few public bus connections from the nearby settlements to the KIT Campus North. Note that unlike the KIT shuttle, these buses are not able to enter the campus area itself, and there are no straight bus connections from the Karlsruhe city center without a change of the line. The bus line 195 is the most frequent one and it stops at the South entrance (Südtor) of the Campus North and connects to the S-Bahn tram lines on both sides of the campus.

Every weekday morning there are two S-Bahn trams from Karlsruhe city, S1/S11, which enter the tram stop inside the KIT Campus North area. Nearest S-Bahn tram stops outside the campus area are Leopoldshafen, Leopoldstrasse on the West side of the campus (Leopoldshafen) and Blankenloch Nord on the East side (Stutensee). Near these tram stops, there is the further bus connection 195 to the entrance of the KIT Campus North.

## TRAINS

Karlsruhe's strategic location in the middle of Europe's railway network makes it an ideal starting point to reach different destinations. **Deutsche Bahn** (check out the webpage: <u>Cheap Train Tickets | Timetables for Germany</u> <u>& Europe - Deutsche Bahn</u>) is the main railway company operating in Germany providing both local trains and long-distance ones to the nearby cities like Baden-Baden, Mannheim, Frankfurt and Stuttgart. Due to the proximity to France, also French railway company SNCF operates high-speed TGV-trains especially to Strasbourg and even to Paris from Karlsruhe.

Examples of travel times by train from Karlsruhe main station to Frankfurt Airport: 1 hour to Munich: 2 hours 40 minutes to Cologne: 2 hours to Hamburg: 6 hours 15 minutes to Berlin: 6½ hours to Strasbourg: 40 minutes to Paris: 2½ hours to Zürich: 2 hours 50 minutes to Brussels (1 change): 4½ hours to Amsterdam: (1 change): 5½ hours to Milano: (1 change): 6 hours 40 min.

- to Vienna: (1 change): 7 hours 40 min.
- to Copenhagen (1 change): 11½ h.

## AIRPORTS

Nearest airport to Karlsruhe is the Flughafen Karlsruhe/Baden-Baden airport (FKB), which operates both domestic and international flights. The nearest bigger airports are Stuttgart airport and Frankfurt am Main airport, to which there are straight trains and buses operating from Karlsruhe.

## BICYCLES

Karlsruhe with its surrounding areas is very popular among cyclists and bicycles are a common sight in the city. Many roads have bicycle lanes and numerous forest roads provide an excellent opportunity to explore the surrounding nature and the black forest area (Schwarzwald).

For moving on the premises of the KIT Campus North, you may use the JRC bicycle available for Karlsruhe staff for free. The bikes are placed in front of the JRC main entrance. Usually, staff use them when going for lunch to the KIT canteen near the main entrance of the campus.

## **CAR SHARING**

<u>Stadtmobil</u> is an alternative to private cars. Stadtmobil offers the entire range of cars (from small to large 7-seater vans) to be rented by the minute. One needs the confirmation of residency, an EU bank account and a valid EU driving license to open an account. One of the Stadtmobil parking sites is located at the south entrance of Campus Nord.

#### **PRIVATE CARS**

#### **Registering private car in Germany:**

All cars in Germany must be registered with the competent authority in the area where the car's owner lives, even when moving within Germany a new registration is necessary. You will have to book an appointment at your <u>local car registration</u> <u>office</u> (Kraftfahrzeug Zulassungsstelle). The paperwork required by the registration office usually includes the following:

- Valid ID (a <u>German passport</u>, foreign one or an ID card)
- Registration certificate (Anmeldebescheinigung)
- Proof of ownership (part II of the car's registration certificate)
- Proof of car insurance (eVB number)
- Certificate of conformity (if applicable)
- Foreign registration certificate (for imported cars only)
- <u>Proof of roadworthiness following tech-</u> nical inspection (TÜV certificate)
- <u>SEPA direct debit mandate for payment</u>
  <u>of vehicle tax</u>

If everything is in order, you are provided with a seal (Stempelplakette) which allows you to get your car's number plates printed, by any service offering that. Once printed, you can take the plates back to the vehicle registry to have the official seal applied. You can then fit the plates to your car and take to the roads.

#### **Driving license:**

Driving licenses issued by an EU Member State will normally remain valid after you have taken up the residence in Germany until the end of their period of validity.

If you hold a driving license from a non-EU Member state or the EEA, this license will be valid for six months after you have established your normal residence in Germany. After this period, your driving license will no longer be recognized. If you wish to continue driving, you will then require a driving licence issued in Germany. For more information you should contact your local driver licensing authority.

For more information about the validity of your driving license consult: <u>Driving licence</u> <u>Your Europe (europa.eu) https://europa.eu/</u> youreurope/citizens/vehicles/driving-licence/ index\_en.htm

## STUDYING THE GERMAN LANGUAGE

Living in Karlsruhe provides both staff members and their spouses with numerous opportunities to learn the German language – a vital aspect for integrating into the local community and professional environment. Some courses may receive subsidies from the BAMF (Federal Office for Migration and Refugees), offering financial assistance to eligible participants.

While language courses at work are exclusively available for staff members, the integration of partners into Karlsruhe life is equally crucial, to this effect COPAS offers a contribution for partners' German lesson each year/season. For both staff and spouses, various local language schools in the Karlsruhe area are accessible, including:

- Berlitz Language School
- eduGLOBAL GmbH
- Sprachakademie
- VHS (Volkshochschule) School

To further support the integration of staff members and their spouses into the local community and professional environment in Karlsruhe, it is important to highlight the role of integration courses. These courses are specifically designed to aid newcomers in learning the German language and understanding the cultural and legal basics, and are offered by various institutions, including those listed above. Eligibility for these courses extends to immigrants, EU citizens, and non-EU citizens under certain conditions, with the possibility of receiving financial subsidies from the Federal Office for Migration and Refugees to cover part or all of the course costs. This makes integration courses an invaluable resource for those looking to make Karlsruhe their new home.

## SIGHTSEEING

Information about Karlsruhe attractions may be found at the following websites:

https://www.karlsruhe.de/ https://www.karlsruhe-erleben.de/en

#### Additional Resources for Newcomers:

<u>Expat-KA</u>: This website provides useful information and links for newcomers, offering insights into the local community and resources to ease your transition.







On behalf of the JRC Karlsruhe, we look forward to welcoming you to Karlsruhe!



#### **European Commission - Joint Research Centre**

Hermann-von-Helmholtz-Platz 1, 76344 Eggenstein-Leopoldshafen, Germany

#### **Postal address**

Hermann-von-Helmholtz-Platz 1, 76344 Eggenstein-Leopoldshafen, Germany

#### Visit our website for more information:

https://joint-research-centre.ec.europa.eu/jrc-sites-across-europe/jrc-karlsruhe-germany\_en

#### Contact

HR-JRC-KRU-CONTACT@ec .europa .eu

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