

Reading Time: 4 minutes

Hiring employees is the most important part of your expansion. While you're trying to find the right employees to fill your positions, you have to follow Moldova employment compliance laws and continue to run all your different company locations. By the time you understand how to hire Moldova employees, you could lose important candidates and set back your entire timeline.

Globalization Partners offers a suite of global expansion services to help you work smarter and faster. As the Employer of Record, we'll be responsible for compliance instead of you. When it comes to recruiting and hiring, we'll hire employees who work on your behalf to help them become more productive sooner, have a great hiring experience, and stay dedicated to your team.

Recruiting in Moldova

When you're staffing in Moldova — or any unfamiliar country — you'll need to consider the cultural nuances of the recruitment process. Your background, beliefs, work ethic, and attitude might be a bit different from those of your prospective employees. Spending some time learning about Moldovan business etiquette can prevent miscommunication and misunderstandings during meetings and interviews. Consider the following guidelines as you begin the process of sourcing talent in Moldova.

1. Get to Know Candidates in Person

Moldovans like to get to know people before doing business with them, and they prefer to do so in person rather than online or over the phone. It's best to try to set up face-to-face meetings and interviews if you can.

During these meetings, you should offer refreshments like coffee or tea to share with candidates while you get to know them, as hospitality is highly valued in the country. It's also common to conduct meetings over meals, especially once you've already established a business relationship.

2. Use Less Direct Communication

People in Moldova don't like to offend, so they tend to use a style of communication that's less direct than you might be used to. Candidates may tell you what they think you want to hear in order to avoid a disagreement or confrontation. It's crucial to listen to these individuals actively, paying close attention to body language, tone, and subtext rather than words alone.

You should use less direct communication in meetings and interviews as well. If you're too straightforward, a candidate might find your language off-putting and hesitate to work with you in the future.

3. Relax Your Approach to Time Management

Punctuality is appreciated in Moldova, but it's not expected. Public transportation doesn't always follow a strict schedule, so sometimes it can be challenging to get to a meeting or interview on time. Meetings also tend to run past their allotted time, especially if they start late. You should avoid scheduling back-to-back gatherings for this reason. You should also be forgiving if a potential hire is a bit late for an interview.

What Is the Recruitment Process in Moldova Like?

While it's important to understand cultural nuances when you're staffing in Moldova, you should take some time to consider the practical side of the recruitment process as well. Your hiring experience may vary based on your approach to sourcing talent. You'll also want to be sure your company is compliant with local laws for recruiting and staffing.

If you choose to handle the recruitment process on your own, you'll have a few options when it comes to sourcing talent. You might decide to advertise your open positions in local newspapers or post them on online job boards. Alternatively, your company can work with a recruitment agency or global PEO with an established presence in-country. Keep in mind that partnering with a PEO is the only option here that will take the burden of compliance off your company's shoulders.

Legal Requirements for Recruiting and Staffing in Moldova

Like many other countries, Moldova has a set of laws in place to protect citizens and other individuals in its jurisdiction from discrimination. Moldovan legislature ensures equality for all persons regardless of:

- Political affiliation
- Nationality
- Race
- Ethnic origin
- Color
- Age
- Sex
- Language

- Opinion
- Religion and beliefs
- Disability

Because the law protects such a broad range of characteristics, it's essential that you stay mindful of the language you use throughout the staffing process. Avoid mentioning any of these traits in job listings and conversations with candidates. Some characteristics might come up naturally when you're getting to know a potential hire, but you'll need to make sure they don't play a role in any of your company's hiring choices.

How to Hire Employees in Moldova

You must hire employees using a fixed- or indefinite-term contract to meet Moldova's employment compliance laws. Fixed-term contracts are allowed but cannot exceed five years. All employment contracts should be in the employee's local language, and we recommend outlining everything from benefits to termination terms. Offer letters and employment contracts should both include compensation amounts in Moldovan leu instead of another currency.

Moldova Employment Compliance Laws

Moldova's employment compliance laws govern working hours, overtime, and more. Employees in Moldova typically work 40-hour weeks for five eight-hour days. The only time this changes is the day before a holiday, when employees work only seven hours. Overtime and any night work are paid at 50%, while work on an employee's designated rest day is paid at 100%.

Best Ways to Onboard Employees

After you hire Moldovan employees, you need to onboard them to make them familiar with your company and comfortable with their new job. Since terminating an employment contract is often difficult in a foreign country, we recommend reviewing all offer letters, employment contracts, and other hiring documents with employees during their first day. This is also a good time to review a company code of conduct or other important documents.

Then, we recommend creating a training program for employees that relates to their job and your company. You can have multiple new hires go through the training process together to save you time and help employees bond. Finally, try to travel to Moldova so that you can be a part of the training process.

Benefits of Moldova Hiring Outsourcing

Opting for Moldova hiring outsourcing with Globalization Partners will bring your company a variety of benefits. First, you'll have more time to focus on running your company as we hire Moldova employees for you. We'll either source the right candidates or onboard your preferred individuals. Second, we're the ones responsible for compliance as the Employer of Record, so you won't have to worry about meeting Moldova's employment compliance laws.

Work With Globalization Partners Today

Choosing to work with the team at Globalization Partners means choosing the global expansion experts. We're ready to help you get the most out of your expansion with Moldova hiring outsourcing services. [Contact us today](#) to learn more.