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application form: www.mindfulbranding.de/application

Kontaktpersonen in Marokko:

- Morocco North (area of Casablanca, Rabat, Fes, Tanger): Halima Bakassou (info@mindfulbranding.de)
- Morocco South (area of Marrakech, Agadir): Hasna Elabbassi (info@mindfulbranding.de)



Initial Application & Pre-Information for Candidates Recruitment of Certified Nurses from Morocco for Germany

About mindfulbranding CARE

We connect people and strengthen brands. **Our mission:** to sustainably recruit Moroccan healthcare professionals for German social institutions through culturally sensitive onboarding, personal development, and brand integration.

About the Initiator – Daniel Boernert



- Entrepreneur & Founder of mindfulbranding GmbH
- Morocco enthusiast – frequently visiting and developing local partnerships focused on human-centered recruitment, branding, and coaching
- Cooperating with German health care and migration services

Dear Applicant,

With this first application step, we aim to build a pool of suitable candidates who wish to work in Germany as qualified nurses. From this pool, we will connect with interested German health care organizations. If organizations are interested, suitable candidates may be invited into the further application process – perhaps including you. You will find the most important information on the next page.

Important Notes

- Submitting your application **does not guarantee a job in Germany**.
- There are **no costs** for you at this stage.
- You may also apply via other channels. Please **withdraw your application** if you no longer wish to maintain it with us.

Core Eligibility Requirements for Applicants

- **Professional Qualification:** Must hold a **three-year recognized general nursing degree** (Infirmier d'État / Diplôme en soins infirmiers); also students with specialised subject areas can apply, but recognition maybe more difficult.
- **Work Experience:** At least **first practical nursing experience** or relevant internships
- **Language Skills: German B1 level** (exam in prospect) is perfect; **optional A2** (job placement more hard)
- **Motivation:** Candidate should have a genuine **interest in working in Germany** as a qualified nurse

Key Points About Process and Costs

- **Purpose:** Support in securing employment in a German partner organization in health care business.
- **Candidate Costs:** Normally **no fees**, except if withdrawing:
 - **After Application Day or Meeting (if selected):** € 500 plus actual **visa, document translation, language school & exam fee and flight costs** (if already booked). Before the Application day, we will prepare a detailed service agreement.
 - **Maximum reimbursement (limit):** € 1.000
- **Candidate Obligations:** Provide accurate documents, attend all required steps, actively cooperate.
- **Agency Services:** Recruitment, coordination, coaching, language training (especially B2 level), visa support incl. document translation, recognition in Germany, flight booking
- **Data Protection:** Personal data processed according to Moroccan law and shared with German partners only as needed.
- **Acknowledgment:** By applying online, the Candidate confirms understanding of the process, cost rules, and agreement to work with mindfulbranding GmbH, Germany.

Apply now: www.mindfulbranding.de/application

Overview of the Process

I. Recruitment and Preparation in the Home Country (approx. 6 months)

- Online application: www.mindfulbranding.de/application
- Document review and initial interview
- Pre-selection of suitable candidates for interested care facilities in Germany
- Personal preparation for Candidate Day
- Interview online or in Morocco with the care facility
- Selection of suitable candidates including employment offer
- Language course B1 with exam (if not already completed)
- Preparation of visa, recognition, and work permit (official procedures)
- Personal coaching (group and individual online coaching)
- Travel planning to Germany

II. Preparation Phase in Germany (by our partner: Migration Services Internationaler Bund, Stuttgart | approx. 2.5 months)

- Entry to Germany (Stuttgart)
- Social integration including accommodation in a shared room during the language course
- Language course B2 with exam
- Support with administrative procedures
- Personal coaching (group and individual)
- Start of employment contract

III. Start of Work & Adaptation Qualification in the Care Facility

- Start of work in the care facility
- Accompanying personal coaching (min. 6 months)
- After adaptation program: full professional recognition

Our Team Supporting You



Hasna Elabbassi (Marrakech)

Project Manager & Coach for Southern Morocco (Marrakesh, Agadir, Essaouira, Safi)

Daniel Börnert (Munich)

Managing Director and Contact Person for German Care Facilities and Migration Services

Halima Bakassou (Kenitra)

Project Manager & Coach for Northern Morocco (Casablanca, Rabat, Tangier, Kenitra, Fes)

Our Guiding Principles

for the Fair Recruitment and Sustainable Integration of Moroccan Nursing Professionals in German Care Facilities

1. Fairness and Respect

We treat international nursing professionals with appreciation, respect, and cultural sensitivity, placing their rights at the center of our work.

2. Cost-Free Recruitment

Recruitment is completely free of charge for nursing professionals – without financial burdens or hidden fees.

3. Transparency and Honesty

We communicate working conditions, salaries, recognition procedures, and rights clearly, comprehensively, and realistically – without exaggeration.

4. Written and Clear Agreements

All agreements are documented in writing, formulated in a clear and understandable way, and provided in a language that applicants can fully comprehend.

5. Ethical Recruitment

We follow WHO, ILO, and UN standards and avoid any form of exploitation, deception, or coercion.

6. Partnership with Employers

We work transparently and reliably with clinics and care facilities to create fair and sustainable working conditions.

7. Sustainable Integration

We support nursing professionals and employers throughout the entire process – from preparation and recognition to successful professional, linguistic, and social integration.

8. Quality and Continuous Improvement

We ensure high quality, regularly review our processes, and use feedback for ongoing improvement.

9. Cultural Sensitivity

We promote intercultural understanding and support both sides in fostering a respectful approach to cultural differences.

10. Fair Opportunities

We stand for equal opportunities regardless of origin, gender, religion, or personal circumstances and strive to create fair prospects for all parties involved.