



BROCHURE

Spain

Relocation Guide

Contents

03

Why Join EPAM in Spain?

04

What You Can Expect

05

Capabilities

06

Facts About the Málaga Office

07

Top 10 Undeniably Good Reasons
to Start a Life in Málaga

13

Relocation Checklist

14

Relocation Process

15

Spanish Permanent Residence/Citizenship

16

Labor Market, Pension and Taxes

18

EPAM Spain Benefits

Why Join EPAM in Spain?

EPAM Spain offers an exciting opportunity to kick-start your career in one of the most scenic locations in the world.

EPAM Systems, Inc. (EPAM) is a leading digital transformation services and product engineering company. Since 1993, we have used our software engineering expertise to become a leading global provider of digital engineering, cloud and AI-enabled transformation services, and a leading business and experience consulting partner for global enterprises and ambitious startups. We address our clients' transformation challenges by fusing EPAM Continuum's integrated strategy, experience and technology consulting with our 30+ years of engineering execution to speed our clients' time to market and drive greater value from their innovations and digital investments.

2018

**EPAM Spain
Office Established**

1,450+

**Colleagues from
Diverse Backgrounds
across Spain**

2024

**LinkedIn Top Company
for Professional Growth
& Development in Spain**

Quick Facts About Spain



LOCATION

Southwestern Europe



CAPITAL

Madrid



OFFICIAL LANGUAGE

Spanish



POPULATION

47,450,795



DENSITY

94 p./km² (243.5 p./sq mi)



Member of the European
Union and NATO

EPAM MÁLAGA OFFICE

Av. Imperio Argentina, 19-21, 2º Planta
29004 Málaga

EPAM MADRID OFFICE

Edificio Europa II, Calle Musgo nº2
28023 Madrid

What You Can Expect



Strong Professional Community



Multicultural Location



Professional Growth

Growth & Development Opportunities



Continuous Learning Culture

Develop your hard and soft skills with internal training and mentorship opportunities, sponsored professional certification and access to 16,000+ LinkedIn courses.



Clear & Varying Career Paths

Grow in an engineering or managerial direction to become a People Manager, in-depth technical specialist, Solution Architect or Project/Delivery Manager.

Projects of All Sizes

SMALL

1–10 people

MEDIUM

10–100 people

LARGE

100+ people



Capabilities

Skills & Technologies

JAVA

DATA & ANALYTICS

DEVOPS

.NET

QA & TEST AUTOMATION

JAVASCRIPT

PYTHON

SOLUTION ARCHITECTURE

**BUSINESS ANALYSIS &
PRODUCT MANAGEMENT**

**DELIVERY & PRODUCT
MANAGEMENT**

Industry Expertise



**Automotive &
Manufacturing**



**Financial
Services**



Healthcare



**Travel &
Hospitality**



**Energy
& Utilities**



**Retail &
Distribution**



Insurance



**Software
& Hi-Tech**



**Business Information
Services**



Life Sciences



**Media, Entertainment
& Telecom**



**Artificial Intelligence &
Machine Learning**

Facts About the Málaga Office

The primary EPAM Spain office is in Málaga, where we have a flexible approach to work. Flexibility depends on project needs and your team's location. Your manager can provide specific details once your assignment is confirmed.



Great location! We're on the southern edge of Málaga, in the Carretera de Cádiz district



3 floors in two nearby buildings



4-minute walk to sports facilities



5-minute walk to the beach



6 km to the city center



10-minute drive to the airport



Easy to reach by public transport, bike, electric scooter or even walking



Beautiful sea view right from the office!



QUICK TIP

We combine remote, work from home, onsite, nearshore and offshore working models. We select employees based on the types of projects and skill sets required, along with specific client requirements — we understand no two customers have the same set of challenges.



Providing opportunities for both high-paced city life and calm routines out of the city, you'll have easy connections to:

- Torremolinos (10 km)
- Benalmádena (13 km)
- Fuengirola (26 km)

Top 10 Undeniably Good Reasons to Start a Life in Málaga

01

Spain is Popular Among Expats

- 6th largest economy in Europe and 14th largest in the world by GDP.
- Based on the Expat Insider 2024 report, Spain is the 4th best country in the world to live as an expat.
- Spain is the healthiest country in the world according to Bloomberg's Healthiest Country Index.
- You can work remotely from any city in Spain (unless there are restrictions from the client side).

"**Sea, sun, warmth!** I wanted to try living in a completely new country, with a good climate and a healthy lifestyle. The sun shines an average of 350 days per year and the beaches are easily accessible – even for a lunch break!"

Vladislav Vorobev, Solution Architect

02

Reasonable Cost of Living



TAXES

EPAM Spain provides professional tax support to all the relocated team members at the beginning of their employment. Your EPAM point of contact will provide detailed information so you can make an informed decision.



PUBLIC TRANSPORT

Bus:

- One-way ticket – 1.40€
- Bus card – 0.43€/trip

Metro:

- One way ticket – 1.65€
- Metro card – 0.41€/ trip



ACCOMMODATION

800–1200€ for a one- or two-bedroom apartment and 150–200€ for utilities.



GROCERIES

Approximately 600–700€ per family per month.



ENTERTAINMENT

A wide variety of entertainment options at all price points.

03

Incredible Climate

Andalusia boasts an absolutely privileged climate. Imagine living in an average annual temperature of 20 degrees combined with humidity of 50% and plenty of sunshine throughout the year!

Málaga is transforming into a tech hub in Spain drawing the attention of big companies, but its unique ecosystems and beautiful parks also surround the bustling city center making it the perfect place to be when you need a break from the urban jungle.

04

Quality Healthcare

Spain has one of the best public health systems in the world, providing universal care to its citizens. Basic state services are free, but there are specialized services that patients need to pay for, such as orthopedic, ophthalmologist and dental services. Please be aware that appointments with specialist doctors may have a delay of several months.

You will also have access to the benefit of a co-payment system where residents usually just pay between 10% and 60% of the cost of prescription medication.

Dental Service in Spain

Some basic dental treatment is available under the state system, but oral health care service of the National Public Health System is very limited, so most people use private dental clinics.

The National Public Health System includes healthcare, diagnostic and therapeutic activities, as well as health promotions, health education and preventive services aimed at oral health care.

There are several discount programs exclusive to EPAMers, allowing you to access most treatments at a special price.



05

Strong Education System**PRESCHOOL EDUCATION**

Pre-school education is divided into two cycles of three school years each:

The first cycle of preschool education (3 months to 3 years) is taught in nursery schools and kindergartens and is normally structured in three homogeneous age groups. Kindergarten in the first cycle in Andalusia is not free. Andalusia Administration will subsidize part of the expenses depending on your last year's income. In general, the schedule varies depending on the community. The kindergarten calendar generally runs from September to July, closing in August.

The second cycle of preschool education (3 years to 6 years) is free. It is voluntary, so students can join this stage in any of the grades. In general, the second cycle of kindergarten is taught in the same school center as the primary education group. These centers may be public, subsidized or private. Most of the centers that offer the second cycle also offer primary education, and some of them offer Compulsory Secondary Education (ESO) and Baccalaureate.

The school year runs from September to June.

**PRIMARY SCHOOL**

When choosing the primary education center for your children, you must consider different aspects such as its ownership, the pedagogical project, location, size, studies offered, etc.

Primary education is a compulsory and free stage and covers from 6 to 12 years of age, organized in three cycles of two years each:

- Initial cycle: from 6 to 8 years old
- Middle cycle: from 8 to 10 years of age
- Upper cycle: from 10 to 12 years of age

The school calendar runs from September to June.

“We moved to Málaga when our son was two and our daughter almost six. To **fully integrate** with the Spanish system, we chose a public school and kindergarten. Classes there are taught in Spanish, but in such a way the kids get the material without speaking the language. They also study English from the first grade.”

Viktar Ilyankou and Svetlana Ilyankova,
Lead Software Engineers

**QUICK TIP**

The local EPAM specialists will assist you in enrolling your children in school.

06

A Heaven for Foodies

Costa del Sol gastronomy is rich in variety and taste thanks to the large number of cultures that settled here throughout history. The proximity to the sea and mountains produces a diverse cuisine consisting of seafood specialties and other typical inner-region foods, such as stews. Pescaito frito, porra, ensalada malagueña, ajoblanco, migas or berzas are some of the most typical dishes of Málaga and there are many more to tantalize your palate!

07

Málaga is a Cultural Hub

Málaga is host to many great museums and is known for its extraordinary art culture. Contemporary art is represented at CAC Málaga, Pompidou and Museo Picasso. For its part, Museo Carmen Thyssen hosts an extraordinary Costumbrist collection. Want to see the works of local artists? Museo de Málaga is the place to go! It boasts an impressive collection of art created by local artists.

Not to be outdone, Málaga is home to many theatres. Among them, we recommend Teatro Cervantes (Málaga), Teatro del Carmen (Vélez-Málaga), Teatro Las Lagunas (Mijas) and Teatro Vicente Espinel (Ronda).



08

Family Life

Children get free public healthcare and education. Most public and concertado (semi-private) schools are bilingual. The bilingualism in public and private schools means greater immersion in the English language but does not imply a 50% Spanish and 50% English bilingualism.

Málaga and Andalusia have plenty for kids to do: aquaparks, zoos, interactive museums, amusement parks and more!

“My family moved to Málaga to give my children the opportunity to learn and become **well-rounded global citizens**. The city offers wonderful schools where they learn in both English and Spanish.”

Bogdan Chernyachuk, Senior Project Manager



09

Málaga is Full of Life

You can live a very relaxed lifestyle. Enjoy the good weather, practice nautical sports, golf, trekking... and of course enjoy the beaches and the sun. The Andalusians, especially those from Málaga, are well-known for their friendliness. The people of Málaga are a result of a history dating back to the Romans, passing through 800 years of Arab dominion. Málaga and Andalusia are culturally separated from the rest of Spain. It's a special place.

10

Ease of Transportation

Exploring the rest of Spain is easy, with quick access to public transportation in Málaga and the Costa del Sol. So go explore or hop back home to visit the family. Málaga international airport is 8 kms from the city center. The main A7 road runs all along the southern coast to link the popular Costa del Sol resorts, in Málaga, Marbella and Estepona, as well as providing links to major cities such as Cordoba, Sevilla, Madrid and Valencia. There is also a highly efficient, high-speed train network linking Málaga with other major cities such as Madrid, Sevilla and Barcelona.



Relocation Checklist

EPAM covers (family members included):

- Work permit and Visa associated costs (including logistics)
- Transfer to Spain (flight/train/bus tickets or car mileage coverage)
- Extra luggage (airplane) up to two suitcases per person
- Six weeks of accommodation upon your arrival in Spain
- Public transport in Spain up to 100€ for the first month after relocation
- Residence permit extension (if needed)

EPAM does NOT cover:

- Any expense related to travel documents or passport issuance or renewal
- Checked bags exceeding the limit of two checked bags per person or overweight/oversize luggage
- Pet travel arrangements
- Incidentals, laundry, room service, and long-distance calls in temporary housing at your destination
- Fines or penalties incurred in the process of relocation
- Any costs related to the applicant's non-immediate family members or other significant others (parents, grandparents, in-laws, siblings, friends, etc.)



QUICK TIP

If you're an EPAMer based in a different location, please get in touch with Internal Mobility ES Team via WFTInternalMobilityES@epam.com for more details on eligibility.



DRIVER'S LICENSE

You might need to exchange your driver's license or get a new one depending on the agreement between your home country and Spain.



SHIPPING YOUR VEHICLE

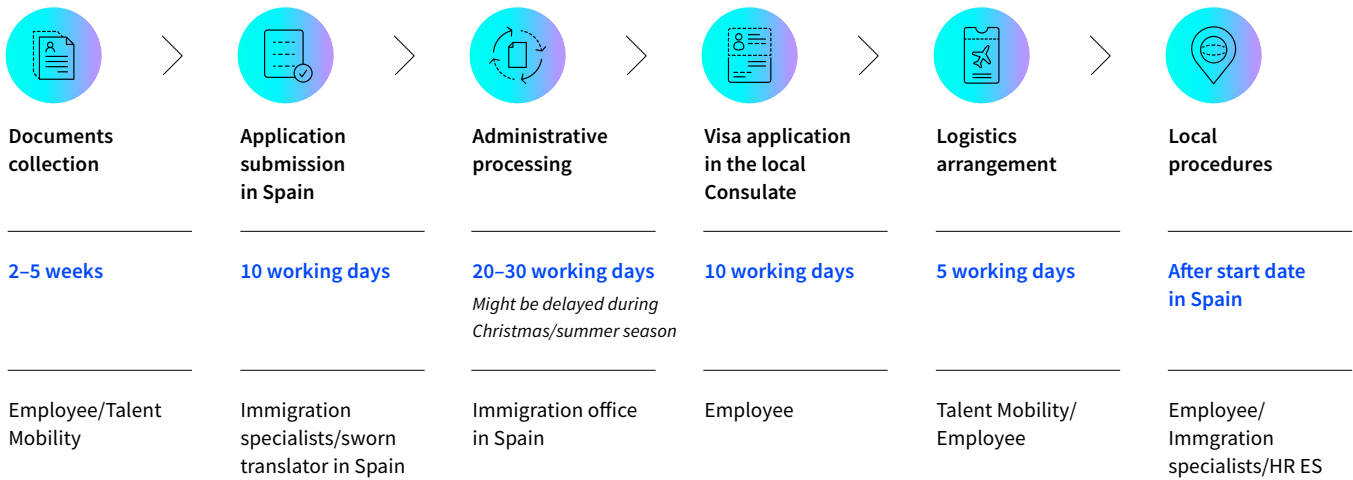
Bear in mind that if you decide to bring your vehicle to Spain, additional arrangements will be needed to legalize it in Spain (extra costs may be applicable).



EDUCATION

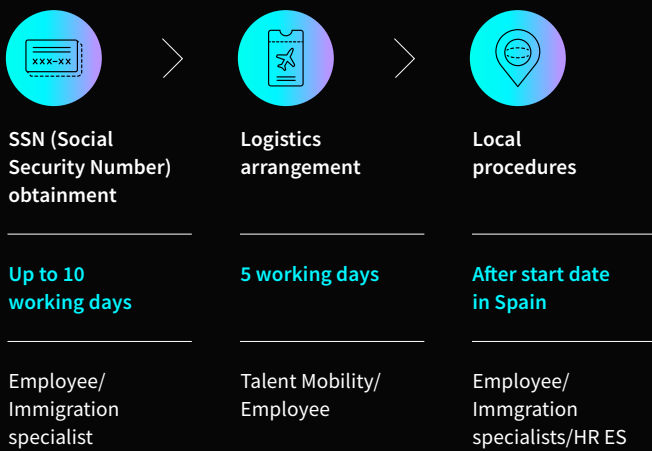
Bring your original diploma and your children's education certificates with you to facilitate the adaptation process.

Relocation Process



Total processing time: 3-5 months

For EU Citizens



Timeframe is from 2 weeks up to 1.5 months (depending on external factors, such as personal circumstances, notice period, etc.)



Spanish Permanent Residence/Citizenship

After five years in Spain under temporary work and residence permits, an employee can apply for Spanish permanent residence, and this permit card must be renewed after five years. Citizenship can be requested after 10 years of residence permits in Spain.

Exemptions:

- Nationals from Spanish-American countries are eligible for citizenship after two years in Spain: Argentina, Bolivia, Brazil, Chile, Colombia, Costa Rica, Cuba, Ecuador, El Salvador, Honduras, Mexico, Nicaragua, Panama, Paraguay, Peru, Puerto Rico, Dominican Republic, Uruguay and Venezuela, Andorra, the Philippines, Equatorial Guinea, Portugal, and those of Sephardic origin.
- After one year, an employee is eligible for citizenship if married to a Spaniard, widowed from a Spaniard, or the child or grandchild of a Spanish citizen.
- Refugees are eligible for citizenship in five years.

Applications for permanent residence/citizenship are not supported and covered by the Company. This policy may be reviewed in the future to potentially include the financial support. However, the Company provides limited advisory support for obtaining a permanent residence permit. The process of obtaining permanent residence or citizenship is strictly a matter between the individual and the State, the Company/Employer has no influence over it.

There is a distinction between a permanent residence permit and citizenship. Permanent residence is an indefinite residence status that allows an individual to live and work in Spain, provided they meet the necessary requirements (a proven residency period, employment, sufficient economic means, etc.). Citizenship establishes a permanent legal bond with Spain, granting the right to reside in the country without any employment or financial conditions.



Labor Market, Pension and Taxes

Labor Market Overview for Non-IT Market

From an employment standpoint, Spain's business structure is highly fragmented, consisting of small business units.

The largest percentage of small enterprises is in the services sector, especially in trade. In contrast, the bulk of large companies is concentrated in the industrial sector. Moreover, a significant number of large companies are major international players in sectors related to infrastructure development, renewable energy, tourism, banking, insurance, the textile industry, health technology, aeronautics, the agri-food sector and the car industry. Despite developments, Spain's labor market still has room for improvement, and the ability to communicate in Spanish, among other languages will significantly increase the opportunities of getting a job.

Pension Funds in Spain

The public retirement system in Spain has its own particularities for foreigners depending on the country of origin. Existing bilateral agreements must be considered, as well as the years of contributions and the minimum period of residence in Spain. However, social security for foreigners in Spain will always provide a series of minimum rights, regardless of the situation of the applicant. As a rule, to benefit from the minimum retirement system in Spain, the fundamental requirement is that you have contributed 15 years to Social Security (25 since 2027). To access the regular pension in Spain, you will have to have worked in Spain, contributing, for 37 years and 9 months with an age of 66 years and 4 months old (requirements will be adjusted by government in 2027). In addition, the period in which you did it is also important: at least two of those years worked must have been in the 15 years immediately prior to the application.

As an alternative, you will always have the possibility to adhere to a Private Pension Plan, which has fiscal advantages.



Taxes in Spain

EPAM Spain provides Professional Tax support to all the relocated team members at the beginning of their employment. A tax advisor will analyze your personal circumstances and advise you on the most suitable tax arrangement. They will also take care of the submission of the official paperwork for application.

All permanent full-time employees in Spain contribute 6.48% of their salary to social security (deducted through payroll).

Generally, the following rules apply to relocated employees: During the first 6 months (183 days) of employment in Spain, an employee is considered a non-tax resident. As a non-tax resident, your personal income tax will be fixed (24%).

In case you were a tax-resident in another EU country before arriving in Spain, you can opt to put down the fixed tax rate (19%) after providing the HR department with relevant official documentation.

After First 6 Months: Become Tax Resident in Spain

Once the 183 days have passed, you will become a tax resident in Spain. Personal income tax will not be fixed anymore and will be calculated considering two variables:

- Your personal situation (marital status, number of children, etc.)
- Your annual gross salary

6.48%

SOCIAL SECURITY

24%

FIRST 6 MONTHS TAX FOR NON-TAX RESIDENT

19%

FIX TAX RATE

(EU Tax Resident Can Choose)



EPAM Spain Benefits



Productivity

VACATION

Enjoy 24 working days of vacation and paid time off for 14 public holidays per calendar year.

FLEXIBLE REMUNERATION

Spend part of your salary on tax-saving products and services: education, transport, restaurants, etc.

EPAM EMPLOYEE STOCK PURCHASE PROGRAM

Purchase shares of EPAM stock at a discounted rate and share in our future growth.

EPAM REFERRAL PROGRAM

Refer a friend or a former colleague to EPAM and get a financial reward.



Wellbeing

PRIVATE HEALTH INSURANCE

Obtain free voluntary health insurance for yourself and ensure family members at corporate rates.

PAID SICK LEAVE

Receive 100% remuneration from the first day of your sick leave.

PAID EXCEPTIONAL LEAVES

Request fully paid leave for marriage, childbirth, family bereavement and movement.

PSYCHOLOGICAL COUNSELLING

Access 20 free sessions per year with a clinical psychologist, with the option to buy more at half price.

WELLHUB SUBSCRIPTION

Obtain wellness services for you and your family with a unified subscription at corporate rates.



Growth

CAREER DEVELOPMENT PLAN

Follow your personal development plan to grow in an engineering or managerial direction.

EPAM LEARN PORTAL

Tap into EPAM's educational digital platform offering multiple learning solutions on hard and soft skills.

PROFESSIONAL CERTIFICATION

Access paid training and certification programs from key technology vendors.

ENGINEERING COMMUNITIES

Connect with EPAM professionals worldwide at internal technical meetups.

LANGUAGE COURSES

Attend English language courses to easier integrate into the working environment.

All benefits are not contractual and may be amended from time to time. All benefits are subject to certain eligibility requirements, the terms of any contract with any provider and any rules/policies from time to time in force.



GET IN TOUCH

If you've been waiting for a sign, this is it — a paradisaical location with plenty of career opportunities!

If you'd like to start your career with EPAM Spain, email us at WFTalentAcquisitionES@epam.com

If you're an EPAMer who is considering relocation to Spain, please get in touch at WFTInternalMobilityES@epam.com