

Strategic expansion.

Direct control.

One partner to build your
operational extension.

Hub° [*Infrastructure*] • Talent

Three elements. One model.

HIT | Job combines an operational hub, infrastructure and talent to build dedicated teams in Tirana that become a true extension of your company, integrated into your processes and directly managed by your team.

From setting up your company to managing day-to-day operations, one partner on the ground.

Hub°

The connection point between your company, the local ecosystem and new opportunities.

[Infrastructure]

Professional spaces, technology and operational support to make your project fully operational, stable and under control.

• Talent

The people and expertise that support your growth.

Tirana Headquarters



Your *italian* partner in Albania.

— WHO WE ARE

We are Italian entrepreneurs who have experienced first-hand the **challenges of expanding and optimising** an operational structure. This led us to establish our own companies and build direct experience in the local market.

We are your operational partner in Albania, managing the entire process — **from recruiting and managing your people to setting up your company.**

— WHY WE DO IT

HIT | Job was created to give other entrepreneurs the same opportunity: **to build a more flexible and competitive structure that can improve business performance.**

We also invest in local young talent, supporting professional development and creating concrete career opportunities.

A model designed **to create value for both sides.**





— TANGIBLE VALUE

Competitive advantages that create **real value**.

We turn the advantages of the Albanian business environment into **tangible benefits for your company**.

- | Favorable tax system.
- | Reduced operating costs.
- | Greater investment capacity.
- | A more flexible and scalable structure.
- | Skilled and motivated workforce.

— LOCAL PARTNERSHIPS

Rooted in the local environment. Connected to the **ecosystem**.

We work with local institutions, universities and training organisations to support education, professional development and access to qualified talent.

- | Chamber of Commerce
- | Universities
- | Training institutions



Why *Albania?*



— A STRATEGIC CHOICE

Albania can become a **natural extension of your company** — it's the ideal environment to build an efficient structure while we ensure control thanks to our geographical proximity to Italy.

A dynamic and strategic ecosystem, that combines talent, competitive advantages and new opportunities for growth.

Italian Governance

— ALIGNED SCHEDULES

Seamless collaboration.

Thanks to aligned working hours and compatible holidays designed to maximize real-time overlap.

— BUSINESS ENVIRONMENT

The conditions to support growth.

Competitive taxation, lower operating costs and reduced administrative complexity provide the conditions for sustainable business growth.

— TALENT & CULTURE

Skills that speak your language.

English is widely spoken, with a young and qualified talent pool. Strong cultural alignment with Western markets makes collaboration natural and straightforward.

— STRATEGIC LOCATION

A gateway to new markets.

Albania's position between Italy, the Balkans and the Mediterranean creates opportunities for new business relationships and commercial development.



Proven experience, *real presence.*

We understand the needs of the companies and the Albanian business environment. We have built a solid operational foundation on the ground.

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-  **Operational headquarters in Tirana.**
An in-house team and dedicated workstations, ready from day one.
 -  **A proven model.**
Processes, tools and administrative management tested through our direct experience.
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-  **Direct coordination in English.**
A local point of contact supports the team and facilitates day-to-day communication with your company.
 -  **Legal & administrative support.**
In collaboration with one of Tirana's leading accounting and notary firms.
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-  **Recruitment, management & onboarding.** Dedicated recruitment, people management and integration within our structure, based on your specific needs.
 -  **Clear contractual framework.**
Transparent agreements and ongoing supervision of operations.
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Growth VS Costs.

For many companies, growth increasingly means dealing with rising costs and greater complexity.

When labour costs become a constraint on growth, the challenge is to build an operating model that increases capacity without compromising quality, balance or margins.

— THE STARTING POINT

Higher costs.
Lower margins.

LABOUR COSTS.

High employment and operating costs can limit investment and growth opportunities.

BUREAUCRACY.

A complex regulatory environment can slow decision-making and increase management costs.

NEW HIRES.

Hiring additional people can become a significant commitment and is often postponed. The result?
Teams operating below capacity.

— THE ALBANIAN BUSINESS ENVIRONMENT

Everything you need
to accelerate growth.

COMPETITIVE TAXATION.

A competitive tax environment that supports business growth.

LOWER OPERATING COSTS.

Optimise operating costs while maintaining European quality standards.

LESS BUREAUCRACY.

A simpler regulatory environment enables more flexible business management.

QUALIFIED & MOTIVATED TALENT.

Professionals with strong language and technical skills, combined with high motivation.

Lower costs.

Reduce personnel costs by up to 55% while maintaining a dedicated full-time professional, and high-quality standards.

From recruitment and operational setup to administrative management and payroll – everything is included.

* The costs indicated in the table refer to the establishment of a company in Albania. For outsourcing services, a dedicated pricing structure applies based on the specific solution.

* The overall cost may vary depending on the role, the candidate's level of experience and technical skills, and the compensation package agreed upon with the selected candidate.

Corporate Taxation

Tax / Compliance	Tax rate up to 14 million Lek (~135k-145k €)	Tax rate above 14 million Lek
Corporate Tax	0%	15%
Dividend Tax	8%	8%

U.S. Employee Cost Comparison *

	USA	Albania
Employee net salary	~ \$ 3,900 – 4,100	~ \$ 1,150 – 1,265
Employer cost / year	~ \$ 64,800 – 65,000	~ \$ 22,500 – 24,700
HIT Job management & payroll	—	\$ 800 / month
Search and Selection	~ \$ 7,500 – 10,000	~ \$ 1.000 or 1 month's gross salary
Total cost for the first year	~ \$ 72,300 – 75,000	~ \$ 30,500 – 32,700
Estimated savings	—	~ 55 – 60%

* Sources > www.tatime.gov.al/eng | salary.com

Business-ready company

— DIRECT PATH

A — Company setup

We set up your new company and make it operational through a structured and secure process, with the support of our legal and administrative professionals.

— PILOT MODEL

B — Outsourcing

If you prefer to test the model first, you can start with a six-month outsourcing period and subsequently transfer the team to your new company.

We support you at every stage — from company incorporation to day-to-day operations — guiding you through administrative requirements, legal compliance and everything you need to run your company in Albania.

01. Company setup.

Incorporation of the Albanian LLC, VAT registration, coordination with notaries and accountants, and opening of bank accounts.

02. Compliance & regulatory

requirements. Management of the legal and administrative requirements needed to operate in Albania, from company incorporation through ongoing operations.

03. Recruitment & selection.

Search and selection of candidates based on technical skills, soft skills and alignment with your company values.

04. Onboarding & operational support.

Onboarding of employees at our Tirana offices, with operational support and assistance from our local team.

05. Payroll & people management.

Contracts, payroll, people management, workplace safety and medical examinations.

06. Tax & accounting management.

Accounting, tax returns, tax compliance and ongoing administrative management of your company in Albania.

Security. *Compliance.* Support.



Operational integration.

Your team works within your processes, follows your company procedures and reports directly to your managers.



Tailored technology setup.

Postazioni, hardware e software vengono configurati in base alle esigenze operative e agli standard di sicurezza della tua azienda.



Data protection.

Your team operates within your IT infrastructure. We apply confidentiality protocols based on European standards [GDPR] and non-disclosure agreements [NDA].



Supervision & monitoring.

Ongoing coordination to ensure operational continuity.

- Dashboard to monitor employee attendance.
- Real-time communication regarding employee needs, including holidays, sick leave and other absences.



Continuity guarantee.

If a team member resigns or proves unsuitable for the role, HIT | Job immediately starts a dedicated replacement search at no additional recruitment cost within 60 days of contract activation.



Training.

We work with local and Italian universities and training organizations and, upon request, can provide dedicated training programmes to meet specific business needs.



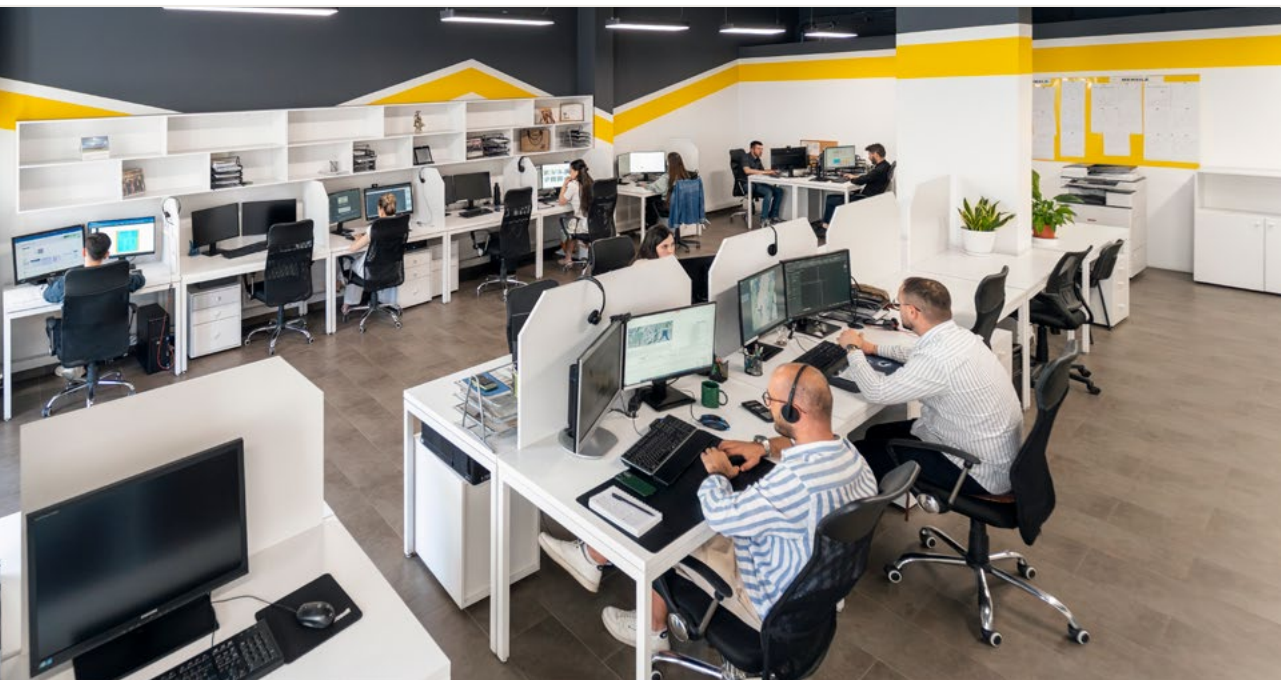
Logistics planning support: we manage all aspects of organizing your employees' travel, ensuring smooth transfers to and from your country.

— YOUR PEOPLE, OUR INFRASTRUCTURE

Fully equipped offices in *Tirana* ready for your team.

We provide professional, fully equipped workspaces where your team can start working from day one.

Secure environments organised by team type: **Back-Office • Technical & Sales • Marketing & Communications • Administration.**



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dedicated workstations.

Desks, PCs, internet, phones
and everything your team needs
to operate effectively.

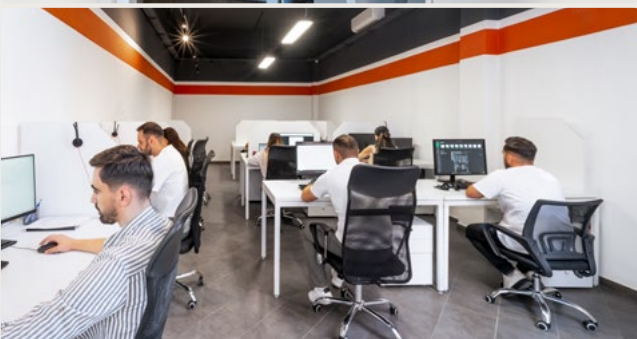


2x

fully equipped
meeting rooms.



stable and fast
connection.



Real questions. *Clear answers.*

We know that expanding into Albania raises legitimate questions. Here are the answers to the main questions entrepreneurs ask before getting started.

Creiamo collaborazioni basate sui risultati.

How long does it take to become operational?

TIMELINE

Thanks to our established presence in Tirana, we can make your company operational within a few weeks — from company setup and defining the required profiles to onboarding your team.

Do I maintain direct control over the team?

CONTROL

Yes. Your team follows your processes, uses your tools and reports directly to your managers. HIT | Job oversees the overall coordination, as well as the administrative, organisational and logistical aspects that support integration and operational efficiency.

What languages do the people speak?

COMMUNICATION

We select people with excellent English language skills and, when required, other languages. Cultural proximity to Italy facilitates clear and effective communication.

What impact does this have on my organisation?

ORGANISATION

The result is a more efficient and scalable organisation. Your team in Albania increases operational capacity and allows your internal people to focus on strategic and higher-value activities.

What happens if I want to downsize or close the division?

FLEXIBILITY

The contractual structure is clear and flexible. We also support you in the event of downsizing, reorganisation or closure, managing the administrative, contractual and operational aspects.

What our clients
say about us





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