

You are #Team Talkersi too!

In this document, you will find all the information you need about working at Talkersi. The first page grasps the most crucial facts in a nutshell. If you are willing to explore these topics further, use the clickable table of contents on the next page.



Working at Talkersi in a nutshell:

1. We teach people **aged over 18**, using our own Talkersi method. The teachers are dedicated to breaking the speaking barrier mainly through conversation rather than fixating on grammatical exercises.
2. Students are looking for teachers who can train them in both **General** and **Business English**. What is their range of interests? From art, music, films, through marketing, photography to logistics, economy, and IT. One of the perks our teachers appreciate is the opportunity to broaden one's horizons with students of such diverse, fascinating passions and specializations.
3. Working with us allows you to **free yourself from responsibilities such as**: finding clients, planning your schedule, dealing with cancelled lessons, rescheduling classes, and collecting payment from clients.
4. You get paid once a month, **always on time**.
5. At the beginning of each teacher's work at Talkersi, the rates range **from 27.55 PLN to 49 PLN net** per 60 minutes of an individual, standard lesson, depending on the type of agreement and a few other factors (such as taxes) that differ depending on your situation.
6. The minimum **fixed availability** you must guarantee is **12 hours per week** (a lesson lasts 60 minutes).
7. Before starting work, you will receive the appropriate **onboarding training**, and our educationalists will support your development.



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What is this method about (general description)?

Generally, it is based on conversations fully in English during 1-on-1 (or pair-wise) ONLINE meetings. Students' independent work is an equally significant element of this method. Your task is to assign individually dedicated homework (a video; an article; a grammar task and, once in a while, a writing task - according to the student's interests and language goal), discuss it during the lesson and give feedback on the progress.

You'll learn about this in detail during your training, after succeeding in all the recruitment stages, which you can read about below.

Who are the clients?

People who are over 18 years old, who aspire to develop their skills of real-life communication. They are focused on practice rather than theory. We DO NOT prepare for exams at Talkersi. We prepare them to effectively function in an English-speaking environment.

When it comes to the professional profile, it is quite varied. There are ambitious, self-driven students, there are students who want to get a better job, there are also 40+ clients who, after many attempts at learning English, decided to invest in their growth. Thanks to your lessons, you have a chance to broaden your horizons and expand your knowledge - each client has their own unique, amazing story which you can derive experience from.

How do we deal with a student who is sometimes undisciplined, loses their motivation to learn or does not prepare for classes?

Are you facing any challenges with your student? Have you tried everything so far and nothing seems to work? Our metodyk (educationalist) team is here to support you. The only thing to do is to contact them and schedule an online consultation where they'll help you and instruct you on what to do.

Additionally, our trainers are regularly provided with the newsletter - ready solutions to the most frequent problems, as well as valuable, practical teaching knowledge in general.



What makes it profitable for you to join Talkersi instead of private tutoring?

1. While working with us, you have constant access to new students - it is us who search for clients, we take care of marketing and we provide you with an adult student who is ready and eager to learn.
2. We employ you based on a legitimate (B2B or mandate i.e. "umowa zlecenie") contract. Our team guides you throughout all the formalities which will save you time and energy spent on paperwork.
3. You keep on developing your teaching skills thanks to the support of our metodyk (educationalist) team.
4. You learn how to teach based on a certain methodological framework. At the same time, you're given space for presenting the meanders of language in your own style.
5. Though you work independently from home on a daily basis, you're a part of a team - you're never alone. In case of any challenges, our HR, metodyk (educationalist), and the rest of the team on our active Slack group are always ready to help you. Moreover, you're invited to participate in contests (with prizes!), team-building parties, and you receive birthday/anniversary bonuses.
6. You can be sure of your payment - you conduct lessons in accordance with our standards and get paid for them every month. Our billing department handles all payment-related issues (your salary is not affected by whether the customer has a delay in payment).
7. While working at Talkersi, you're presented with a growth opportunity - both financially, and career-wise. The evolution of some of our trainers to educationalist, recruiting, onboarding and HR positions is a perfect example of that.

See what the teachers say about our cooperation: [Benefits of working at Talkersi \(click\)](#).

Frequently asked questions about working at talkersi



How much money can you earn?

We divide the rates into 3 types, depending on your chosen settlement method. The rates shown below refer to the first stage of the career path (entered).

SETTLEMENT METHOD	B2B <i>sole proprietorship/ limited liability company</i>	STUDENT “PIT 0” <i>mandate agreement you are under 26 and studying</i>	ZUS (Social Insurance Institution) <i>mandate agreement You are over 26 years-old and studying, or you are over 26 and you are not studying, or you are under 26 and not studying.</i>
<u>GROSS</u> RATE PER INDIVIDUAL STANDARD LESSON	49.00 PLN	49.00 PLN	40.96 PLN
<u>NET “take-home”</u> RATE PER INDIVIDUAL STANDARD LESSON	49.00 PLN The insurance dues and tax deduction is on your side.	49.00 PLN The insurance dues and tax deduction don’t occur (the so-called PIT 0).	around 32.00 PLN Assuming that you have at least 80 standard, individual lessons in a given month. The final gross and net rates depend on the number of lessons in a given month and individual factors such as your age (under/over 26 of age), insurance choice, PPK, and having a second job.

A STANDARD lesson is a regular, individual lesson, including substitutions and transfers. There is also another type and it’s called **the INTRO lesson**. This is an introductory meeting that takes place only once with each student, before the student decides to sign the agreement. Its rate equals **28.10 PLN gross** for individual lessons.

Fun fact: our current record-breaker in 2023 earned **10 778.50 PLN gross**.



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IMPORTANT: we don't cooperate with business incubators. The B2B agreement is signed directly between Talkersi and your sole proprietorship.



What are our career paths?

	B2B/ STUDENT "PIT 0":	ZUS - mandate agreement:
I CAREER STAGE ENTERED	49 PLN gross=net for a 60-minute (1:1) standard lesson	40.96 PLN gross for a 60-minute (1:1) standard lesson
	<ul style="list-style-type: none"> you are available for at least 12 hours weekly 	
II CAREER STAGE EXPERIENCED	52.60 PLN gross=net for a 60-minute (1:1) standard lesson	43.96 PLN gross for a 60-minute (1:1) standard lesson
	<ul style="list-style-type: none"> positive feedback from students and HR you have conducted at least 1500 lessons starting from the beginning of our cooperation you are available for at least 12 hours of lessons weekly 	
III CAREER STAGE EXPERT	56.10 PLN gross=net for a 60-minute (1:1) standard lesson	46.88 PLN gross for a 60-minute (1:1) standard lesson
	<ul style="list-style-type: none"> you meet the requirements of stage I and II you have conducted at least 3000 lessons starting from the beginning of our cooperation you are easily capable of dealing with all kinds of clients (regardless of the level, language skills or interests) 	

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IV CAREER STAGE EPIC	59.00 PLN gross=net for a 60-minute (1:1) standard lesson	49.31 PLN gross for a 60-minute (1:1) standard lesson
	<ul style="list-style-type: none">• you meet the requirements of stage I, II and III• you have conducted at least 4000 lessons starting from the beginning of our cooperation• you are easily capable of dealing with all kinds of clients (regardless of the level, language skills or interests)	

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BONUS SALARY

RATE BOOSTERS i.e. a possibility of getting a bonus

In order to receive the above mentioned salary for a 1:1 lesson, you have to meet the criteria listed below:

+ 1 rate higher

Condition: a minimum of 100 lessons conducted in a given month

Example 1: you're a student at the ENTERED stage, which means your rate equals 49 PLN gross=net per individual standard lesson. In May, you conducted 102 lessons. It means that, starting from June, you're moving to a +1 rate, that is, 52.60 PLN gross=net and the rate for all your lessons in June equals this exact sum.

In order to maintain this June BOOSTER, you need to maintain the number of conducted classes, that is, 100 hours. If you conduct 99 lessons or fewer, starting from July, your rate will return to its previous, basic stage, that is, 49 PLN in this particular case.

+ 2 rate higher

Condition: a minimum of 120 lessons conducted in a given month

Example 2: you're a student at the ENTERED stage, which means your rate equals 49 PLN gross=net per individual standard lesson. In May, you conducted 122 lessons. It means that, starting from June, you're moving to a +2 rate, that is, 56.10 PLN gross=net and the rate for all your lessons in June equals this exact sum.

In order to maintain this June BOOSTER, you need to maintain the number of conducted classes, that is, at least 120 lessons. If you conduct 199 or fewer, starting from July, you return to the BOOSTER +1, that is 52.60 PLN gross=net in this case. And if in June you conduct fewer than 100 lessons, starting from July, your rate will return to its previous, basic stage (just like in the example 1) 49 PLN gross=net.

SENIORITY BONUS

We would like you to stay with us as long as possible. That is why we have prepared something special for our longtime Talkersi: **after 5 years of uninterrupted cooperation, you can expect a financial bonus.**

OTHER BONUSES

- a **birthday** bonus;
- a bonus for **each anniversary of work**;
- internal **competitions with prizes**, e.g. electric scooter, smartwatch, bicycle, watch, sweatshirts, vouchers for cinema etc.

What will your schedule look like?

You provide us with a fixed, weekly 12-hour (minimum) availability for lessons. We provide you with students and cover all formalities. In terms of your availability slots, you can choose from 7 days in a week (Monday-Sunday), from 6:00 AM to 10:00 PM. Your schedule will be completed gradually and we will advise you which slots sell the fastest to complete this process as soon as possible.

What do we expect from you as a Talkers?

1. Excellent knowledge of the English language (both practice and theory). You do not need to have certificates confirming your level of English, but they are definitely an asset when applying for this position.
2. Clear and correct pronunciation and diction.
3. It's enough to have practical English teaching experience and be ready to cooperate with adults of all language levels.
4. Passion for effective communication.
5. Quick responses to text messages, emails and answering phone calls.
6. Professionalism, empathy, enthusiasm and healthy optimism.
7. Reliability, meeting deadlines and responsibility.
8. Openness to work in a system based on remote tools (including Google Drive).



Will there be any training to prepare you for work?

1. Yes! You will get access to the training folder. There, you can find the most important information - from methodological training, advice from our teachers, clearly described administrative rules to lesson recordings.
2. Then, you will have a meeting with the onboarding team to verify your knowledge.
3. You will conduct a demo lesson (max. 30 minutes), during which your trainer will play the role of your student - thanks to this, you will test the acquired knowledge in practice!
4. You will also receive support from your buddy - one of our trainers.



What does the recruitment process look like?

First, you need to apply directly via the recruitment address: rekrutacja@talkersi.pl

[The whole recruitment process, including the email communication, is conducted online and **fully in English**]

I stage:

You'll be provided with instructions on how to record a video (2-3 minutes tops). Thanks to this, we'll find out more about your approach and speech accuracy. This recording is needed only for internal purposes (it won't be published anywhere). In case you decide to withdraw your application or you don't move on to the next recruitment step, the recording will be deleted.

II stage:

- a language-based test that will assess your theoretical knowledge,
- "Are you a Talkers?" questionnaire, which is a set of questions that will determine if we are on the same page in terms of the overall approach to cooperation.



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III stage:

The online Final Talk with the HR and your recruiter. They will ask some follow-up questions regarding your application and conduct a 5-minute role play. Next, you will be informed whether Talkersi can offer you a position.

Are you ready to become a Talkersi? Apply! We're waiting for you!

👉 *PLEASE NOTE: We reply only to applicants who meet our job offer criteria.*

When is it best to apply?

Anytime - one of our recruiters will inform you if we're currently hiring.

When applying in summer (June-August), a new teacher completes all the formalities and the onboarding in these months, but the actual work start is set for September - the beginning of the most intense learning season!

How long have Talkersi been active on the market?

Since 2014, and there are already over 100 people on board! 😊

Here's a description of our values [Culture Book \(click\)](#)

Are there any other tasks at Talkersi apart from being a teacher?

Of course! We are developing dynamically which means we systematically create a variety of additional materials (e.g. FB articles, our blog or articles for the content library that we use in our lessons); we are very active on social media; we record videos for our YouTube channel (click here to check it out: https://bit.ly/Talkersi_youtube); and we have released our own course book titled *Talkbook*.

How do Talkersi report lessons which have taken place?

Among others, our work is based on the LangLion system, created specifically for language schools' purposes. This is where you check the attendance.

How do Talkersi organise team-building parties if they work all over the country?

We all have a chance to meet together twice a year. This all-day-long event is a great opportunity to get to know each other and strengthen the bonds among colleagues. Apart from this, we are in frequent touch via emails, phone calls and Slack.

Are you ready? Apply!

Write to our recruitment team via rekrutacja@talkersi.pl and let them know that you would like to work with us. Our recruiter will answer all your questions and you'll find out more about the next steps of joining Talkersi.

Our recruitment leader, Karolina:

