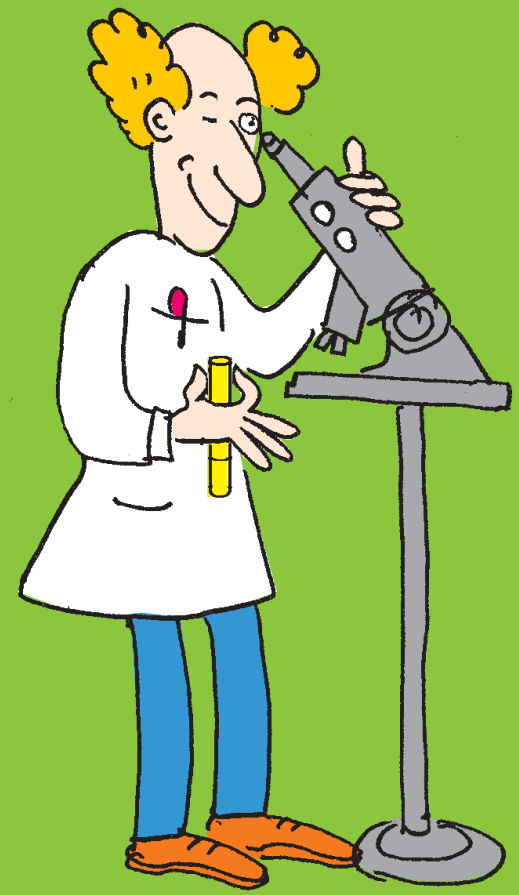




ENGLISH

מדענים



Scientists and Researchers |

עיצוב: סטודיו הראל

מדענים
אנגלית



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Scientists and
Researchers |
3rd Edition

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Introduction

The State of Israel recognizes the importance of the contributions of immigrant scientists to the country. For this reason, the Government established the Center for Absorption in Science in 1973.

The task of the Center for Absorption in Science is to assist new immigrant and returning resident scientists in finding employment, which in turn stimulates economic growth and societal development, and positively influences future aliyah.

Assistance has the dual goals of integrating scientists into existing R&D frameworks, and supporting the growth of new R&D enterprises.

Assistance from the Center is to the absorbing body (e.g. the employer) and is for a two-year period in accordance with an immigrant scientist's skills and the absorption plan agreed to by the Center. The employer must complete the immigrant's salary.

All this is intended to ease and promote the absorption of the scientist, and ensure that at the conclusion of the assistance period, the scientist will continue to be employed by the institution.

The Center for Absorption in Science assists new immigrant scientists and returning residents who have Master's degrees or PhDs, and who have proven research or development experience prior to aliyah or return to Israel. The Center helps them find employment in a scientific capacity according to their knowledge and background.

During the past decade, over 14,000 new immigrant and returning resident scientists have registered with the Center and received assistance. Some 75% found employment in research and development (the majority



through the assistance of the Center, and others through projects sponsored by the Chief Scientists of various government ministries, for example, technological incubators operated by the Ministry of Industry, Trade, and Labor.)

Today the Center has an advanced computerized system that centralizes data on immigrant and returning resident scientists' skills in all areas of science, research, and development.



Note: the information in this booklet is based on data provided by various official sources. Details are subject to change. In case of any discrepancy, the regulations of the Ministry of Immigrant Absorption and other official bodies will prevail.

This is the third edition of this booklet. This edition nullifies all previous editions.



Scientific Research in Israel

The State of Israel places great emphasis on R&D, in light of its contributions to economic growth, its influence on industry, and its contribution to Israel's ability to compete in international markets.

The percentage of national expenditure on R&D is higher than that of most other industrialized countries (some 2.3% of the GNP).

As in other countries, research in Israel includes basic research, industrial research, and applied research (development).

Basic Research

Basic research, motivated by scientific curiosity, works for the attainment of new knowledge. Academic institutions conduct approximately 94% of all civilian basic research in Israel.

Israeli universities enjoy complete academic freedom, and as a result, basic research is the fruit of academic initiative and excellence. Universities receive some 37.5% of Government R&D investment.

The Israel Science Foundation is the main coordinating body for funding scientific research. In the year 2002, the Foundation's budget comprised between 35-53 million dollars. Research is funded primarily through grants, which are awarded on a competitive basis.

Strategic Research

Strategic research develops scientific ideas that have the potential to become new technologies, or improves existing technologies with a clear economic aspect. Strategic research is the intermediary between basic and applied research. The Government directs some 8% of investment in R&D towards strategic



research, through the Ministry of Science, which is responsible for advancing strategic research in Israel.

In order to realize scientific economic potential, and to shorten the development process between basic academic research to applied R&D, the Ministry of Science has initiated national committees for industrial scientific development. These committees focus on preferred technological areas in which Israel has a relative advantage. The committees assist the Ministry in pinpointing and defining the technologies on which to focus, in order to maximize their economic potential.

The areas identified by the committees encompass a multidisciplinary scope: R&D infrastructures for advanced technologies (including electro-optics, microelectronics, information technology and advanced materials), technologies with an immediate, direct benefit to the public at large (environmental and hydro sciences, social sciences, etc), and applied research in the life sciences (biotechnology, diagnostics, biopharmaceuticals, and food and agriculture sciences.)

Strategic research, like basic research, is budgeted through research grants distributed on a competitive basis. Grants are contingent on cooperation between researchers from various institutions (universities, research institutes, and industry). Such cooperation ensures the required critical mass of knowledge and resources for the development of new technologies.

Applied Research (Development)

Applied research is the implementation of scientific knowledge. It is conducted at government, regional, and academic applied-research institutes, in hospitals, and primarily in industry, where it is more commonly known as development.



The Government directs some 54.4% of its R&D investment budget towards applied research. Investments are channeled through the Chief Scientists' bureaus of various government ministries (the Ministry of Industry, Trade, and Labor, The Ministry of Agriculture, the Ministry of Health, the Ministry of the Environment, the Ministry of National Infrastructures, and others).

The Israeli Government links sustained economic development with the growth of the industrial sector, and for this reason directs the bulk its budget into industrial development. Some 43% of Government R&D investment is channeled into the industrial sector, through the Chief Scientist of the Ministry of Industry, Trade, and Labor.

The law establishes the main function of the Chief Scientist of the Ministry of Industry, Trade and Labor to encourage investment in industrial R&D.

The Chief Scientist's Bureau supports R&D through a number of channels for research grants, supplemented by private investors.

One such project is the technological incubators, established with the goal of enabling start-up efforts by engineers and scientists with innovative ideas, and to develop such ideas into viable commercial enterprises.

Electronics is the most widely invested branch of Israeli industry, and has a higher level of investment than in all other industrialized nations.



Receiving Assistance from the Center for Absorption in Science

As explained above, the Center for Absorption in Science assists immigrant scientists in finding work in a scientific field. Those who meet the criteria listed below can be eligible for assistance.

Definition of a Scientist

The following categories are recognized as a scientist:

1. An individual holding a Ph.D. or equivalent degree, who was engaged in research and development during at least three of the five years preceding arrival in Israel, and who has published at least three scientific works or registered three patents.
2. An individual holding an M.Sc, MD, MA, or any post-graduate degree, who was engaged in scientific research or work after receipt of the degree, for at least four of the six years preceding arrival, and who has at least three scientific publications or patents to their credit.
3. An individual holding an M.Sc, MA, or any post-graduate degree, who, following graduation, was engaged in applied research and development during at least four of the six years preceding arrival in Israel, even if they have not published any scientific works or registered any patents in their name.

Note: individuals with Master's degrees in social sciences and humanities are not automatically recognized as scientists.

The Bureau for Evaluation of Foreign Academic



Degrees and Diplomas (*HaLishka LeHa'arachat Toarim Academim VeDiplomat MiChul*) of the Ministry of Education determines the validity of degrees awarded by institutions of higher education abroad (See Useful Addresses).

Eligibility for Assistance

The Center regards scientists who fit one of the following two categories as eligible for assistance:

1. An immigrant who fulfills one of the definitions of a scientist listed above and meets conditions set by the Center as follows:
 - Universities (with the exceptions of the Technion and applied research institutes of Ben Gurion University of the Negev) only accept scientists with Ph.Ds or equivalent degrees.
 - A scientist who has an M.Sc, but does not have any publications (as illustrated in the 'definition of a scientist') is only eligible as a candidate for employment in industrial R&D.
2. New immigrants and returning residents are eligible for assistance according to the following age criteria:
 - Holders of a Ph.D- until the age of 60.
 - Holders of an M.Sc- between ages 35-60.

A returning resident is also required to obtain a certification of eligibility for assistance from the Committee for Returning Residents.

Period of Eligibility

New immigrants are eligible for assistance for six years from their date of aliyah. Assistance must begin no later than three years from the date of aliyah.

Returning citizens are eligible for assistance for a



period limited to three years. Assistance must begin no later than one year from the date of return.

Extension of the Eligibility Period

The Director of the Center for Absorption in Science is authorized to extend the eligibility of a scientist for up to six months. Extensions are granted on a case-to-case basis. An extension is more likely to be granted if there is the employer is committed to employ the scientist on a permanent basis.

Appeals of the Director's decisions, as well as requests for extension of the period of eligibility, can be submitted to the National Appeals Committee of the Ministry of Immigrant Absorption.

Employment in Science

The Center for Absorption in Science assists in employment defined as scientific in nature. Included in this definition are scientific research, development work, or instruction at an institution of higher education or accredited post-secondary educational institution, including colleges that award engineering certificates recognized by the Ministry of Labor.

Applying For Assistance

To apply for assistance, contact the Center directly, or through any of the regional offices of the Ministry of Immigrant Absorption (see Useful Addresses).

Candidates abroad may apply by post or e-mail.

The following documents are required for registration:

- Curriculum Vitae (resume) in Hebrew or English.
- List of scientific publications and registered patents.
- Photocopies of degree certificates (i.e. M.Sc,



Ph.D.) and all documents detailing work experience and education.

- Photocopy of pages 2 and 3 of the *te'udat oleh*.
- Returning residents abroad must submit a questionnaire available at Israeli embassies overseas. Those already in Israel should consult with a local branch office of the Ministry of Immigrant Absorption.

Note: Documents in languages other than Hebrew or English must have a notarized translation.

The Center for Absorption in Science processes applications according to the field of academic specialization:

- Technology and Exact Sciences
- Social Sciences
- Life and Medical Sciences.

See Useful Addresses.

Scientists who are considering aliyah may send their CVs and lists of publications to the Center via e-mail or regular mail.

Once you have applied, the Center assesses your eligibility and informs you of its decision.

After you are approved for assistance, your relevant details are entered into the Center's computerized database. The Center will circulate your Curriculum Vitae among potential employers. The approval of the Center may be presented to potential employers when applying for a job.

You can only receive assistance once you have your *te'udat oleh* or returning resident's certificate, find employment, and sign a contract with the employer.



Your Curriculum Vitae (Resume)

You will need to present a curriculum vitae (CV), or resume, any time you arrive for a job interview. A CV should include the following components:

1. Personal Information: Include your name, date of birth, date of aliyah, address, and e-mail address, and telephone number.
2. Profession: You may indicate more than one field of professional expertise.
3. Education: Provide the following details: degree; name of the higher education institution from which you received the degree; location of the institution; date the degree was received; and the discipline studied.
4. Courses and Advanced Training: List only what will interest the employer, including professional training or retraining you have done since arriving in Israel.
5. Professional Experience: Beginning with your most recent job, detail on-the-job experience, and areas of specialization. Emphasize research and development subjects you have dealt with.
6. Languages: Indicate written and verbal skill levels alongside each language you know, including any computer languages.
7. Publications: Include patents registered in your name.

Provide a list of publications on a separate sheet.

If you are applying for more than one kind of job, prepare several versions of your CV that stress skills appropriate to each area.

Your CV should be no more than one page in length (not including the list of publications). Print your CV on clean, good-quality paper. When sending a CV by e-



mail, be sure that special fonts or graphics are compatible with any receiver's mail program.

Check for spelling errors. If you are preparing a CV in Hebrew, have an acquaintance look it over for you before submitting it.

Accreditation of Degrees and Diplomas

The Bureau for Evaluation of Foreign Academic Degrees and Diplomas (*HaLishka LeHa'arachat Toarim Academi'im VeDiplomot MiChul*) of the Ministry of Education is the accrediting body in Israel for all foreign degrees (see Useful Addresses).

Getting your academic degrees and diplomas from foreign institutions accredited in Israel can take time. It is suggested that you begin tending to the matter, including the translation of certificates, immediately upon your arrival in the country, or even before. Doing so will help to ensure that when you begin job hunting, you will be armed with the documents you need, translated into Hebrew and certified by the Bureau for Evaluation of Foreign Academic Degrees and Diplomas.

In order to obtain accreditation from the Bureau for Evaluation of Foreign Academic Degrees and Diplomas, you must take the following steps:

- Complete an application form. Forms are available at the Bureau for Evaluation of Foreign Academic Degrees and Diplomas (see Useful Addresses). Fill out only "Part A" of the form and attach the following documents:
 - An authenticated copy of the original degree certificate (diploma).
 - An authenticated copy of your university or college transcript from each institution where you have completed a degree. The transcript



should include the following:

- ★ Date of registration, date of commencement of studies, date of completion of studies.
 - ★ A list of all courses taken and credit points received.
 - ★ A summary of courses and prior studies that were recognized by the institution and earned credit points.
 - ★ Location of studies.
- Certificates that attest to prior study.
 - Notarized Hebrew translations of the above documents, if the originals are in a language other than English.
 - Engineers should include a copy of their registration in the "Register of Architects and Engineers" ("*Pinkas HaMehandesim VeHaAdrichalim*"). To register, contact the Unit for Licensing & Registration of Engineers and Architects, (Rishui VeRishum HaMehandesim VeHaAdrichalim). See Useful Addresses.
- Bring your *te'udat zehut* with you.
 - If you have changed your name, you will be required to include a marriage certificate or a notarized declaration of name change.
 - Submit the application form and all the relevant documents listed above. You must submit all originals and photocopies. The Ministry will return originals to you.

Following the submission of your documents, there is no need to approach the Ministry of Education and Culture in person. Your accreditation will be sent by mail.

The Ministry of Education does not grant accreditation



for studies that were not completed. Accreditation is granted for the purpose of salary grade only.



Finding Work

Assistance from the Center for Absorption in Science

As part of the assistance process, the Center for Absorption in Science arranges an interview with an expert advisor in Israeli R&D.

During the interview, the advisor will determine your professional skills in accordance with the demands of the Israeli R&D market.

During this interview, you will present your CV, and will receive advice on what areas to emphasize. You should then send an updated CV following the interview.

The advisor will direct you to existing bodies that engage in R&D, and are related to your areas of expertise. At the conclusion of the interview, the advisor will submit a report to the Center for Absorption in Science that includes a profile of your professional characteristics (a description of your professional skills). The profile is programmed into the Center's computerized network and distributed to suitable potential employers.

The Center for Absorption in Science participates in a joint project with the Industrialists' Association of Israel (*Hitachdut HaTa'asiyanim BeYisrael*). Under its auspices, the Industrialists' Association locates job openings in industrial enterprises on the behalf of



immigrant R&D engineers registered with the Center. Following an initial selection process, qualified engineers are invited for interviews, and evaluated for their compatibility to a variety of projects affiliated with the Association. There is a similar project with the Kibbutz Industry Association (*Igud HaTa'asiya HaKibbutzit*). For more information, contact the program coordinators directly. See Useful Addresses.

Employment Guidance Centers

New immigrants having trouble finding employment can apply to an Employment Guidance Center (*mercaz hachvana leta'asuka*). The Centers, run by the Employment Division of the Ministry of Immigrant Absorption, offer counseling by vocational psychologists and placement experts, who design an individual strategy for each job seeker, and guide them during the search. Employment Guidance Centers assist immigrants who have been in the country for up to 10 years, and who have an academic or technical education, or a profession.

It is necessary to complete a test in Hebrew designed to evaluate your level of knowledge, as well as be evaluated by a vocational psychologist and pass an interview with an acceptance committee.

Among the services offered are:

- Vocational assessment and development of a personalized job-search strategy.
- Hebrew proficiency assessment.
- Job-search tools such as professional Hebrew terminology, preparing a curriculum vitae (resume), and simulated job-interviews.

Note that professionals who need a license to practice in Israel, such as medical professionals, can receive placement services only.



Apply through an absorption coordinator (*racaz/et klita*) at the nearest office of the Ministry of Immigrant Absorption. You can also apply directly to an Employment Guidance Center. See Useful Addresses.

More information is available from the Ministry of Immigrant Absorption Website www.moia.gov.il, and from the booklet entitled "Employment Guidance Centers," available from the Publications Department. See the order form at the back of this booklet.

Centers for the Placement of Professionals

Centers for the Placement of Professionals, operated by the National Employment Service, are government-run employment agencies. The Centers assist those with recognized university degrees or professions to find suitable employment.

The first time that you go to a Center, bring with you a copy of your degree(s)/diploma(s), your *te'udat oleh*, and your *te'udat zehut*. It is usually necessary to first have your degree certified by the Bureau for Evaluation of Overseas Degrees of the Ministry of Education (see above). You will also need to have a Hebrew version of your CV. If necessary, a Center for the Placement of Professionals clerk can assist you in preparing a CV.

Note: in order to be eligible for unemployment compensation at the conclusion of the period of Absorption Basket benefits, new immigrants must register with a Center for the Placement of Professionals (or Labor Exchange for non-academics).



The National Employment Service also runs Vocational Guidance Centers (*Mercazim LeYiutz VeLeMeida Ta'asukati*) that offer individual guidance and job-seeking workshops. The centers feature vocational libraries, computerized information systems, and assistance in preparing a curriculum vitae (resume).

You may receive a referral to a Vocational Guidance Center from a Center for the Placement of Professionals or the Labor Exchange. Note that some services may be for a fee. For more information, contact one of the Centers (see Useful Addresses).

Retraining Courses

The Center for Academic Retraining (*Hamercaz Lehasavat Academai'im*) of the Ministry of Trade, Industry, and Labor, administers a network of training and retraining courses in accordance with marketplace demands. Courses generally last from four to seven months, five days a week, with a total of between 400-700 study hours. Immigrant scientists whose skills and expertise are not applicable in employment can clarify their eligibility for course through a Center for the Placement of Professionals placement counselor. Consult with a Center for details.

Acceptance to a course is based on the requirements of the profession to be studied, as well as employers' requirements, including education, professional experience, language proficiency, and age. Eligible candidates are required to undergo written exams and an interview as part of the acceptance procedure.

From time to time, updated course lists are publicized at Center for the Placement of Professionals branches. Lists are also provided to Ministry of Immigrant Absorption employment coordinators.



Participants in courses recognized by the Ministry of Labor can be eligible for unemployment compensation, or a living allowance, for the duration of the course. Consult with a Center for the Placement of Professionals in order to clarify eligibility.

Keep in mind that courses are intended to boost your chances of finding employment. Should you find suitable work during the period of the course, it is recommended to accept it, and not count on the possibility of a second chance at a later date.

Looking For Employment on Your Own

Beyond official sources of assistance, you are encouraged to look for work independently as well. There are a number of methods of going about a job search in Israel.

To start with, it is a rare company or institution in Israel that lacks a website. Many of these sites post job openings, or can at least refer you to their personnel departments. Even if there are no openings listed, it may still be worthwhile to research the company and probe any niches you might fit. Be sure to do your on-line homework before a job interview as well.

There are a number of personnel companies and headhunting agencies throughout the country. You can find them on the Internet and listed in the *Dapei Zahav* (Yellow Pages) telephone directory. Many agencies also advertise their services in the help-wanted sections of the papers. A number of scientific and R&D enterprises recruit suitable personnel through these companies.

The immigrant organizations (Association of Americans and Canadians in Israel [AACI], UJIA, and the South African Zionist Federation) can also help you to locate prospective employers (see Useful



Addresses). You can check the AACI's on-line Jobnet site (www.jobnet.co.il), which contains job listings for a variety of professions.

The press also advertises job openings. While the English-language newspapers carry some ads, the majority is in the Hebrew newspapers. Many ads appear at least partially in English. You can also check out magazines and trade journals. They are often found on-line, or can be purchased in bookstores.

There are several yearbooks published in English dealing with industry in Israel. You can find many of them, as well as other related periodicals and newspapers at the Library of the Ministry of Science (see Useful Addresses).

Those interested in teaching positions can apply directly to colleges and universities, which hire according to their own criteria. The growing number of technological colleges can offer employment opportunities for qualified instructors.

High-school teachers can apply directly to the schools. High schools may choose their own teachers, but the Ministry of Education must approve their choice. Teachers at the elementary school level should consult with the Unit for Immigrant Teachers of the Ministry of Education as outlined in the booklet entitled "Teachers" available from the Publications Department (see the order form at the back of this booklet).

Finally, one of the more common ways to look for a job in Israel is by word of mouth. Let everyone you can know that you are looking for work, and follow up on any leads they may offer. Some positions are filled before they are ever advertised.



The Job Interview

The job interview is the culmination of your job search. During the interview, you have a very short amount of time in which to impress your interviewer with your capabilities as an employee, an individual, and a colleague. Your interviewer must investigate whether your skills meet the requirements of the position.

Therefore, it is very important to make a good impression. You should arrive on time and be dressed appropriately. Project a professional image, even if the interviewer is wearing shorts and a t-shirt. Do not smoke or chew gum, and be sure to turn off your cellular phone.

During the interview, you will be asked a diverse range of questions. Listen attentively to the interviewer and make an effort to answer all of the questions. Be prepared to discuss your background and prior experience.

Some of the questions you might be asked are:

- 'Why are you interested in this job?'
- 'Why aren't you working now?' or 'Why do you want to change jobs?'
- 'What kind of contribution can you make here?'

Before you arrive for an interview, start answering questions like these in your head. Also, consider those things you would like to ask the employer. The types of questions you ask can often be as important as your replies to the interviewer's questions. Be sure to find out whatever you can about your prospective employer before the interview. One good way is to investigate the company's Website.

Finally, remember to bring the following with you to an interview:



- Curriculum Vitae (see section above "Preparing a Curriculum Vitae").
- List of publications and/or patents.
- Copies of degrees and/or diplomas, translated and accredited, if necessary, by the Bureau for Evaluation of Foreign Academic Degrees and Diploma (see section above entitled "Accreditation of Degrees and Diplomas").
- Letters of recommendation and/or references' names, addresses, and telephone numbers.
- Authorization of membership in professional or trade organizations.
- Two passport photos.
- Copies of articles you have written (Be prepared to leave them).

Be sure to present all documents in a polished, organized fashion.

Remember, bring original documents for presentation only. Never leave originals with the employer!

Before agreeing to take a position, clarify the following:

- The level of the work conducted.
- Expectations of you as an employee.
- Salary.
- Work hours.
- Vacations.
- Opportunities for advancement.

At the conclusion of the interview, inquire as to when you can expect a decision, and in what manner (telephone call, letter, etc.) so that you can maintain contact.



Following a successful interview, many employers will require you to take various types of exams, such as psychometric tests, and undergo other screening procedures before being hired.

Hebrew

Your ability to speak Hebrew can have a decisive impact on your job search. Hebrew proficiency is important when making contacts and during job interviews. Even if the work you end up doing is in your native language, you must still be able to communicate with your colleagues, prepare reports, and undertake other activities procedures that require Hebrew proficiency.

It is very important to concentrate on Hebrew studies during your first six months in the country. In any case, the Center for Absorption in Science does not subsidize employment during those first six months.

In addition to regular ulpan *aleph*, a number of vocational ulpan options are available to professionals such as physicians and engineers. These ulpan programs emphasize professional Hebrew terminology. A number of them also assist students in writing a CV and preparing for job interviews. Consult with your *racaz/et klita* at a branch office of the Ministry of Immigrant Absorption.

It is worth noting that in many public sector institutions, proof of completion of Hebrew ulpan can count towards six months of seniority (*vetek*) for the purposes of determining salary.

Note: for more information, consult the booklet entitled "A Guide to Ulpan Study," available from the Publications Department. See the order form at the back of this booklet.



Considerations When Seeking Employment

As indicated above, universities conduct the majority of basic research in Israel. Generally speaking, however, the chances of securing permanent employment in the public sector, which includes the universities and research institutes, are extremely low. The relatively low level of government research funding received by universities limits their ability to hire *oleh* scientists.

In contrast, the absorption potential of Israel's industrial sector is much greater, especially during periods of economic growth. The chances of finding permanent employment for *oleh* scientists are usually higher in industry, where most enterprises are independent of government assistance.

The Initial Absorption Period

Bodies that employ immigrant scientists often invest great effort and resources to help them acquire the skills that enhance their ability to succeed (including Hebrew, computers, work procedures, etc.) as well as accelerate their integration into Israeli society. By participating in employment costs, the Center for Absorption in Science provides an incentive to hire *oleh* scientists, thus affording scientists a transitional period following immigration. You are encouraged to use this period to sharpen your communicative and technical skills, and to become familiar with the scientific world in Israel. Be aware that cultural differences may exist between the Israeli workplace and what you were accustomed to before *aliyah*. The ability to be flexible and accept differences will contribute to your integration.

Building connections is another essential step in your career. The connections you make during the initial



absorption period often determine where you end up down the road. Contacts are especially important if you are interested in working in a university setting.

In most instances, immigrant scientists are integrated into existing research projects headed by veteran Israeli scientists, who serve as advisors or tutors. Even in cases where groups of immigrant scientists conduct independent research, a tutor or coordinator affiliated with the institution will usually advise the group during the research process. It is recommended to take advantage of these veteran Israeli colleagues and seek their advice and assistance.

Conditions of Employment

The Center for Absorption in Science assists in the absorption of scientists into the R&D system in Israel by participating in their salaries up to a certain specified amount.

Candidates for assistance must meet Center for Absorption in Science recognition criteria as an immigrant or returning resident scientist, and be eligible for assistance according to Ministry of Immigrant Absorption regulations. The employer must meet criteria defining scientific work.

Assistance rates are determined by your academic level (e.g. M.A., Ph.D, post-doctorate). The assistance covers part of the costs of your employment, and supplements the base salary paid by the employer. Base salaries are determined and updated each fiscal year. Assistance is only granted for scientific work conducted in Israel.

Employment costs that are recognized by the Center for Absorption in Science include the gross salary of the scientist, plus costs obligatory by law, including income tax, employers' tax, worker's compensation



fund, National Insurance, and social benefits such as travel costs and pension insurance.

An inter-ministerial committee is responsible for approving requests for assistance. Assistance is provided for up to one year at a time.

Approval Process

The Center for Absorption in Science grants assistance to employers only upon the recommendation of an inter-ministerial committee. The committee convenes on a weekly basis, and may approve assistance for one year only. Requests for extensions of assistance must be submitted for review each year.

Following the recommendation of the committee, the Center for Absorption in Science and the employer sign a contract.

One-time assistance may be approved for acquiring equipment or materials, or other expenses related to research conducted by an immigrant scientist. The level of one-time assistance varies between the industrial and the public sectors.

The financial assistance described above is indirect assistance, which is given to the employer, not the scientist. In accordance with this policy, no employer-employee relationship exists whatsoever between you and the Center. The Center does not determine salaries, but conditions its participation on employment costs and minimum required pay. Salary and other terms are determined solely between you and your employer, in accordance with labor laws. The employer is responsible for all obligations defined by law, including minimum wage, reporting and paying taxes, social benefits, National Insurance, etc.



Note: for more details, see the booklet entitled "Employment," available from the Publications Department. See the order form at the back of this booklet.

In most cases, the salaries of scientists employed in public sector institutions are low. Employment costs for these institutions are determined in accordance with a minimum stated in the agreement between the Center for Absorption in Science and the institution. Employers in the business sector usually raise the salaries of scientists during the period of employment according to performance and level of responsibilities.

The contract between the Center and the employer is a standard one, and is valid only after both parties have signed it. The Center signs the contract upon receipt from you of a signed statement that you understand the contents of the contract (despite the fact that you are not a party to the contract).

The Center transfers its contribution to the employer based on the employer's signed expense report, including copies of your salary statements. A report that includes research expenses is unacceptable unless you sign it and verify that expenditures were for research conducted at the place of employment only.

NOTE: Never sign on a blank or inaccurate expense report. Doing so constitutes a violation of the law.

In accordance with the law, any product of your labor, including any development work or inventions produced during the period of employment, are the exclusive properties of your employer, unless indicated otherwise in the employer-employee contract.

If you change jobs during the approved period of



assistance, the Center for Absorption in Science will not automatically transfer assistance to your employer. The original employer must agree to the transfer of assistance in order for the Center to do so.



Programs for the Encouragement of Applied Research & Development

The Office of the Chief Scientist (*Misrad HaMadan HaRashi*) of the Ministry of Industry, Trade, and Labor sponsors several programs for the encouragement of industrial research and development. The following programs are only some of those in which the government participates in industrial R&D projects.

MATIMOP - Israeli Industry Center for Research and Development (Mercaz Ta'asia Yisraelit LeMechkar U'Pituach)

MATIMOP is a public, non-profit organization, founded by the three major manufacturers' associations in Israel. MATIMOP focuses on promoting the development of advanced technologies in Israel, and on creating fruitful partnerships through industrial cooperation, joint ventures, and contract R&D. The organization is active in the implementation of agreements for joint industrial R&D between the Israeli government and local and national authorities, as well as with multi-national organizations worldwide. MATIMOP is considered the main technology clearinghouse in Israel.

For more information on MATIMOP, See Useful Addresses.

BASHAN - Technological Applications

BASHAN works to advance and apply ideas and proposals for technological projects developed by immigrant scientists and engineers.

BASHAN offers assistance in the following forms:

- Establishing new technological companies.



- Raising capital.
- Creating ties between industries, technological incubators, and other companies in Israel and abroad.
- Preparing market surveys and business programs.
- Preparing catalogues and advertising material for choice projects.

For more information regarding BASHAN, See Useful Addresses.

Tnufa

Tnufa is a public body, under the auspices of MATIMOP, that helps individual inventors and entrepreneurs to develop ideas that have commercial potential, in order to implement them in the industrial sector.

Tnufa's services include:

- Assistance with practical ideas that have been judged by a professional committee as capable of being patented in accordance with the "Patent Law, 1967"
- Financial assistance for constructing a prototype from the "Fund for Advancement of Pre-Industrial Research". Assistance is up to a set maximum.

Technological Incubators

Technological incubators (*Chamamot LeYazamut Technogit*) are support frameworks that give entrepreneurs (new immigrants and veteran Israelis) an opportunity to develop their innovative technological ideas, and establish businesses in order to bring them into commercial use. The incubator program is operated under the guidance and support



of the Office of the Chief Scientist of the Ministry of Industry, Trade, and Labor.

The period of activity within the incubator helps to enhance the entrepreneur's prospects of raising financial investments, merging with a strategic partner, and growing from the incubator as an independent business.

Each incubator is an independent, non-profit corporation, and is capable of running 10-15 projects. Technological incubators are in operation throughout the country. There are approximately 200 projects currently being carried out within their auspices, half of them initiated by recent immigrants.

Through the technological incubators, the government provides entrepreneurs with the following services:

- Physical premises, including infrastructure
- Financial resources
- Tools
- Professional guidance
- Administrative assistance

The incubators offer assistance for a period of up to two years.

Criteria for acceptance to the incubator project consists of a plan for an R&D project based on an innovative technological idea, and which is geared towards developing a product with export potential.

For more information on technological incubators, see Useful Addresses.





Higher Education Studies

You can study almost any scientific discipline in Israel, either in a university, or at one of the many regional colleges and technical colleges located throughout the country. Depending on the area and level of study, courses culminate in either an academic degree, or a technical degree or diploma. Length of study can range from one year to several years.

If you are interested in pursuing studies in Israel, you should consult with the institution of your choice for more information. You should also contact the Student Authority (*Minhal HaStudentim*), which provides academic counseling and financial assistance to new immigrants who meet their eligibility requirements. See Useful Addresses.



Useful Addresses and Telephone Numbers

Telephone numbers and some addresses change frequently in Israel. Consult the latest telephone directory or information operator if you do not reach a number listed here. When a telephone number has been changed, there may not be a recorded message noting the change. Thus, if the number continues to be unanswered, check whether it is still in use.



Address

Tel./Fax

The Ministry of Immigrant Absorption

Selected list

www.moia.gov.il

E-mail: info@moia.gov.il

[National Telephone Information Center](#) (03) 9733333

[Main Office](#)

2 Rehov Kaplan
Kiryat Ben Gurion
POB 13061
[Jerusalem](#) 91130

[Public Inquiries](#) (02) 6752765

[Returning Residents Division](#) (02) 6214660

15 Rehov Hillel
[Jerusalem](#) 94581



Address	Telephone/Fax
<p>Entrepreneurs Division 2 Rehov Kaplan Kiryat Ben Gurion POB 91950 Jerusalem 91130</p>	(02) 6752636
<p>Jerusalem and Southern District Headquarters (Also the Student Authority) 15 Rehov Hillel Jerusalem 94581</p>	(02) 6214555 Fax: (02) 6222807
<p>Publications Department POB 13061 Jerusalem 91130</p>	Tel/Fax: (02) 6241585
<p>Student Authority Main Office Department of Academic Studies Director of the Student Authority English Desk: E-mail: naomis@moia.gov.il</p>	(02) 6214576/7 (02) 6214589
<p>Haifa and Northern District Headquarters (Also the Student Authority) 15 Sderot HaPalyam Haifa 33095</p>	(04) 8631111 Fax: (04) 8631110
<p>Tel Aviv District Headquarters (Also the Student Authority) 6 Rehov Esther HaMalka Tel Aviv 64398</p>	(03) 5209113 Fax: (03) 5209173



Address Telephone/Fax

Central District Headquarters

5 Rehov HaTachana (09) 7752800
First Floor Fax: (09) 7424264
Kfar Saba 44530

Beer Sheva and Negev District

Headquarters

(Also the Student Authority)

Beit Oshira (08) 6261217/8
31 Rehov Zalman Shazar Fax: (08) 6261216
Beer Sheva 84105

Center for Absorption in Science

(HaMercaz LeKlita BeMada)

2 Rehov Kaplan Fax: (02) 6752664
POB 13061
Jerusalem 91130

Technology and Exact Sciences
Division (02) 6752603/5/6
E-mail: nunub@moia.gov.il

Life and Medical Sciences Division (02) 6752767/8
E-mail: yoelb@moia.gov.il

Social Sciences Division (02) 6752607/9
E-mail: georgebs@moia.gov.il

Employment Guidance Centers

116 Derech Menachem Begin (03) 5614645
Beit Kalka
Tel Aviv



Address	Telephone/Fax
131 Sderot HaMeginim Haifa	(04) 8510697
5 Rehov HaMemGimmel Jerusalem	(02) 5371186
3 Sderot HaYe'ilim Beer Sheva	(08) 6105721
30 Rehov Moshe Dayan Cfar Sava	(09) 76666322
1 Rehov Shavei Tzion Ashdod	(08) 8522277

Bureau for the Evaluation of Foreign Academic Degrees and Diplomas

The Ministry of Education, Culture, and Sport
www.education.gov.il
diplome@education.gov.il

2 Rehov Devorah Jerusalem	(02) 5602853
71 Rehov Jabotinsky Ramat Gan 52544	(03) 6931856/7

Ministry of Industry, Trade, and Labor

30 Rehov Agron
 POB 299
 Jerusalem 91002



Address

Telephone/Fax

The Ministry of Science and Technology

www.most.gov.il

HaKiryia HaMizrachit Building 3 (02) 5411111
P.O.B. 49100
Jerusalem

Centers for the Placement of Professionals

(Mercazim LeTa'asukat Academai'im)

E-mail: priot@molsa.gov.il

(Selected list)

Beit Oshira (08) 6269333
31 Rehov Zalman Shazar
[Beer Sheva](#) 84105

17 Rehov Tzahal (04) 8135111
[Haifa](#) 35156

Central Bus Station (02) 5013111
5th Floor
Rehov Yaffo
[Jerusalem](#) 94141

19 Rehov Brenner (03) 5265300
[Tel Aviv](#) 63826



Address

Telephone/Fax

Vocational Counseling Centers

(Mercazim LeYiutz VeLeMeida Ta'asukati)

42 Rehov Agrippas (02) 6249146
Jerusalem 94310

74 Derech Menachem Begin (03) 6251300
Tel Aviv 67215

2 Rehov Devorah (04) 8643832
Haifa 31451

Kiryat Hamemshela (08) 6264130
POB 5232
Beer Sheva 84151

MATIMOP Israel Industry Center for R&D

(Mercaz Ta'asiya Yisraelit LeMechkar U'Pituach)

www.matimop.org.il

E-mail: rdinfo@matimop.org.il

29 Rehov HaMered (03) 5118111
Tel Aviv 68125

Tnufa

www.invent.org.il

29 Rehov HaMered (03) 5165044
Tel Aviv 61500



Address Telephone/Fax

BASHAN

29 Rehov HaMered (03) 5165044
Tel Aviv 61500

Technological Incubators

www.incubators.org.il
E-mail: incubators@actcom.co.il
29 Rehov HaMered (03) 5103941
Tel Aviv 61500

Industrialists Association of Israel

(Hitachdut HaTa'asiyanim BeYisrael)
www.industry.org.il
E-mail: amnon@industry.org.il
Beit Hata'asiya (03) 5198745/818
29 Rehov HaMered
Tel Aviv 68125

Kibbutz Industry Association MANOF Kibbutz Industrial Zone

(Igdut HaTta'asayah HaKibbutzit,
Azor HaTa'asiya HaKibbutzit)
13 Rehov Leonardo DaVinci (03) 6955413
POB 40012
Tel Aviv 61400



Address

Telephone/Fax

Unit for Registration of Engineers and Architects

(HaYechida LeRishum HaMehandesim

VeHaAdrichalim)

E-mail: aeai@netvision.net.il

35 Rehov Hillel (02) 6256356

Beit HaMehandesim

[Jerusalem](#)

86 Derech Menachem Begin (03) 5634164

[Tel Aviv](#)

24 Rehov Shabtai Levy (04) 8538268

[Haifa](#)

Machon HaTeknim (08) 6235899

1 Rehov Rahak HaShalom

[Beer Sheva](#)

Unit for Electricity and Electronics

(HaYechida LeChashmal

VeLeElectronica)

Ministry of Labor and Social Affairs (02) 6294945

30 Rehov Yaffo

[Jerusalem](#)



Address

Telephone/Fax

Small Business Development Centers

(Mercazei Tipuach Yazamot, MATI)

(Selected list)

9 Rehov HaOman (02) 6794242
Talpiot Industrial Zone Fax: (02) 6798383
POB 52169
Jerusalem 93420

28 Rehov HaPlada (08) 9955292
Arad 89058

POB 1814 (03) 9366082
Ariel 44837

Mercaz Zimmer (08) 88666026
POB 254 Fax: (08) 8666353
Ashdod 77102

36 Rehov Herzl (08) 6731333
POB 810
Ashkelon 78107

9 Rehov Herzl (08) 6275450
Beer Sheva 84210 Fax: (08) 6236589

POB 5 (02) 9909982
Beit Shemesh 99000

39 Rehov HaMelacha (04) 9885618
Carmiel 20101 Fax: 9886444



Address	Telephone/Fax
10 Rehov HaCharash Eilat 88000	(08) 6316534
Beit HaTa'asiya 8 Rehov HaNe'emanim Haifa 35709	(04) 8531439 Fax: (04) 8532877
Granot Regional Industries Hefer 38100	(06) 6321236
18 Rehov HaRav Kook Netanya 42281	(09) 8821745
125 Sderot Herzl Rehovot 76264	(08) 9451857
34 Rehov Ayin HaKoreh Rishon LeTzion	(03) 9674704
3 Rehov Tel Chai Ra'anana 43405	(09) 7602716
84 Rehov HaHashmonaim POB 52004 Tel Aviv 67011	(03) 5622688



Address

Telephone/Fax

English-Speaking Immigrant Organizations

Association of Americans and
Canadians in Israel (AACI)

www.aaci.org.il

E-mail: info@aaci.org.il

6 Rehov Mane
[Jerusalem](#) 92227

(02) 5617151
Fax: (02) 5661186

198 Rehov HaYarkon
[Tel Aviv](#) 63405

(03) 5291707
Fax: (03) 5291706

28 Rehov Shmuel HaNatziv
[Netanya](#) 42281

(09) 8330950
Fax: (09) 8629183

Matnas "Yud Aleph"
Rehov Mordechai Namir
[Beer Sheva](#) 84483

(08) 6433953
(08) 6434461

UJIA Israel (Incorporating Olim
from Britain, Australia,
and New Zealand)

E-mail: jerusalem@ujia.org.il

76 Rehov Ibn Gvirol
POB 16266
[Tel Aviv](#) 61162
E-mail: Israel@UJIA.org.il

(03) 6965244/65/6/7
Fax: (03) 6967049

13 Sderot Ben Maimon
[Jerusalem](#) 92262
E-mail: jerusalem@ujia.org.il

(02) 5634822
Fax: (02) 5663193



Address	Telephone/Fax
<p>Mercaz Klita P.O.B. 348 Carmiel E-mail: karmiel@ujia.org.il</p>	<p>(04) 9904232</p>
<p>South African Zionist Federation www.telfed.org.il E-mail: telfed@inter.net.il</p>	
<p>Head Office 19/3 Rehov Schwartz First Floor Ra'ananna 43212</p>	<p>(09) 7446110 Fax: (09) 7446112</p>
<p>13 Sderot Ben Maimon Jerusalem 92223</p>	<p>(02) 5634822 Fax: (02) 5663193</p>
<p>ESRA English Speaking Residents Association www.esra.org.il E-mail: esra@trendline.co.il</p>	
<p>POB 3132 Herzlia 46104</p>	<p>(09) 9580632 Fax: (09) 9581583</p>



Other Available Publications

The following booklets are available from the Publications Department. To order, simply indicate the booklets you wish to receive and return the order form to the Publications Department, English Section, Ministry of Immigrant Absorption, 15 Rehov Hillel,, Jerusalem 94581 . The publications will be mailed to you free of charge.

- Guide for the New Immigrant
- The Absorption Basket
- Employment
- Employment Guidance Centers
- Education
- Guarding Your Health in Israel
- A Guide to Services for the Disabled
- A Guide to Transportation in Israel
- A Guide to Ulpan Study
- Health Services in Israel
- Housing
- The Life Cycle in Israel
- Military Service
- National Insurance Institute
- Retirees
- Accountants
- Artists, Writers, and Athletes
- Computer and Hi-Tech Professionals
- Engineers and Architects
- Lawyers
- Nurses
- Psychologists
- Scientists and Researchers
- Social Workers
- Teachers
- Assistance to Victims of Enemy Actions
- Registering for a Health Fund
- Information for Olim Newspaper
- Shiluv Magazine

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Address in Full _____

Date _____



