



ABOUT SEPHORA

A UNIQUE CONCEPT

When Dominique Mandonnaud opened his first perfumery in 1969, perfume and cosmetics were hidden behind counters, jealously guarded by intimidating sales reps. The message was clear. Buy before you try! Mandonnaud revolutionized the way beauty was sold. He took beauty products out from behind the counters, put them front and centre. Gave customers the freedom to move around, to try, touch, smell, and freely explore.

AN IDEA WHOSE TIME HAS COME

It was a daring idea. And a successful one. The Sephora model has changed the retail beauty industry. Step into any Sephora today, and you plunge into a sensual, exciting, entertaining world. Those old-style sales reps are long gone, replaced by beauty advisors, there to offer advice and ideas. Providing a unique environment for experimentation and learning. A place to access your own unique beauty.

Part of the prestigious LVMH family since 1997, today Sephora stores are all over Europe, as well as in North and South America, the Middle East and Asia. And we keep the pressure on. Whether with our own S+ brand, its quality and originality a Sephora best seller. Or with www.sephora.com, the market leading beauty website. Whatever the innovation, we make it hard for our competition to catch up!

A BEAUTIFUL FUTURE

We're asking questions and improving daily. Winning over new talent and new markets all the time with our boldness. Inspiring with brilliant one-off designer collaborations. Or satisfying with inventive in-store services like eyebrow or nail bars, and a second-to-none loyalty program.

Sephora is growing mightily. But the original idea remains. Provide our customers with a unique shopping experience, a place for discovery, sensuality, entertaining, and expertise. And promise excitement for everyone, every time.

SEPHORA MIDDLE EAST NUMBERS

43 Stores in the Middle East
778 Employees
58 Nationalities

At Sephora Middle East, we believe it's about seeing the world differently. We respect all personalities and want you to express yours.

SEPHORA is all about an **Amazing Beauty Selection**

SEPHORA is a **Fun Place to Learn**

SEPHORA is **Freedom with experience**

SEPHORA has a **Disruptive spirit**

When you work for Sephora, you join a retailer like no other. We dedicate ourselves to having our employees live a unique job experience.

COME AND SEPHORIZE THE MIDDLE EAST WITH US!



WORKING FOR SEPHORA ME

MONTHLY SALARY

Your monthly salary is consisted from fixed monthly salary and commission.

Fixed monthly salary is consisted of:

- Basic Salary
- Housing Allowance
- Transportation Allowance
- Flight Ticket Allowance (Price of returning ticket divided with 12 (months))

Commission depends on the achieving of Store's monthly targets, but to average it goes from amount of one quarter up to full amount of fixed salary.

INSURANCE

- Medical insurance – Fully covered by Sephora ME (except dental and ophthalmological)
- Life insurance - Insured by Sephora ME

RELOCATION ALLOWANCE

After successful completion of the probation period (probation period can be extended up to 6 months) each employee receives a relocation allowance (amount will be detailed in your offer letter).

This is a one-time payment for covering the costs of relocation abroad.

Please note that if employee quits in first 12-month period, last salary will be reduced in certain amount Pro-rata basis– Total relocation allowance amount divided by 12 months' multiplied by months left. For example, if employee quits after 6 months last salary will be reduced for Total allowance amount divided by 12 and multiplied by 6.

ANNUAL LEAVES

- 25 Working Day Annually

WORKING DAYS AND HOURS

- 8 working hours per day (excluding break timing)/ 6 days a week.
- 1 day off per week (depending on the store's schedule).

PROBATION PERIOD

Probation period is 3 months after which at our mutual consent the candidate will be confirmed in the position for an indefinite period or probation can be extended for another 1 to 3 more months.

FLIGHT TICKET (ARRIVAL TO MIDDLE EAST)

Each candidate will be provided a flight ticket from Tunis to the country selected for at the expense of Sephora ME and this expense will not be deducted from your salary.

Since you are moving abroad flight ticket will include additional 20 kg of baggage (depending on airline luggage allowance).

Return ticket is also provided by company, but only in case if employee is returning to country of origin after quitting the job. If employee stays in Middle East or moves to third country, it is assumed that she/he found a new job and in that case Sephora ME isn't obligated to pay return ticket expenses.

ACCOMMODATION

To each candidate Sephora ME will provide free accommodation for the first 60 days in the Middle East. Please note that meals in hotel are not included with accommodation. Hotel confirmation will be sent to you when all residence & work permits are obtained.

TRANSPORTATION TO WORK

For first 60 days period while you'll be living in the accommodation, Sephora ME will provide you free transportation on relation Hotel – Work – Hotel.

DISCOUNT CARD

As an employee at Sephora ME you will have discount on all makeup, skincare and fragrance products as per company policies and procedures.

Also since Sephora ME is in joint venture with Chalhoub group in the Middle East you will also avail discount on the brands represented by the group such as: L'Occitane, Saks Fifth Avenue, Carolina Herrera, Lacoste, Marc Jacobs, Michael Kors, Louis Vuitton, Christian Dior, Fendi and many more... (*as per the Chalhoub Group terms and conditions).

SCHOOLING ALLOWANCE

Applicable for married employees upon completion of 2 years of service

A set amount is fixed per year per child up to 3 children per employee to cover the/part of the schooling fees.

QUITTING THE JOB

Each candidate can quit job with one-month notice period. Please note that if employee is returning in country of origin after quitting – flight ticket is paid by Sephora ME.

The end of service gratuity will be detailed in the information guide that you will receive with your offer letter.