

COMPANY PROFILE

International Healthcare Recruitment for Austria

100+

Placements

5+

Source Countries

9

Austrian States

98%

Client Satisfaction

3–6

Months Avg. Time



Qualified Healthcare Staff — sustainably integrated.

State-certified · End-to-end process · Compliance-first · Est. 2023

W H O W E A R E

Not Just Recruitment — Structured Integration

Alpen-Care is a state-certified, internationally operating healthcare staffing and recruitment company headquartered in Graz, Austria. We specialise exclusively in placing qualified nursing and healthcare professionals from abroad into Austrian hospitals, care homes, assisted living facilities, and mobile care services.

"We are not a recruiter — we are a structured integration and migration partner for healthcare professionals coming to Austria."

What sets us apart is our compliance-first, end-to-end methodology. We do not hand over CVs and walk away. We manage every step — from sourcing and qualification through credential recognition, visa coordination, arrival, and long-term integration — under one roof, with a single point of contact for our employer partners.

L E A D E R S H I P

Our Managing Directors

Alpen-Care is led by two experienced managing directors who combine deep expertise in international recruitment, compliance, and the Austrian healthcare market.



Managing Directors — Alpen-Care GmbH · Graz, Austria

Haris Delic

Co-Founder & Managing Director

More than 12 years of professional DGKP (reg. nurse) experience. Responsible for client relations and networks across Austria. Brings a hands-on approach ensuring every candidate is properly prepared for life and work in Austria.

Mirsad Midzic

Co-Founder & Managing Director

Oversees Austrian market development, employer relations, legal compliance and strategic partnerships. Brings more than 30 years healthcare industry experience across three continents to Alpen Care.

Registered Office

- ✓ Alpen-Care (former Lebendauer Personalvermittlung Mahmic)
- ✓ Straßganger Straße 125, 8052 Graz, Austria
- ✓ Phone: +43 664 99551659
- ✓ Email: contact@alpen-care.com
- ✓ Web: www.alpen-care.com

O U R S E R V I C E S

What We Deliver for Employer Partners

We provide a fully managed, compliant pipeline of pre-qualified healthcare professionals — with minimal time investment required from your HR team.

Needs Analysis & Job Profiling

- ✓ Thorough briefing with the employer
- ✓ Precise role profiles before sourcing begins
- ✓ No mismatches — quality over volume

International Sourcing Network

- ✓ Licensed partner agencies in Tunisia, Philippines, Vietnam
- ✓ State-accredited organisations in source countries
- ✓ Pre-vetted talent not in standard channels

Credential Recognition (Nostrifizierung)

- ✓ Full management of the Austrian recognition process
- ✓ Most complex regulatory step — handled in-house
- ✓ Document compilation and authority submission

Visa & Entry Coordination

- ✓ Full Red-White-Red Card application management
- ✓ Document preparation and authority liaison
- ✓ No visa step left to the candidate alone

Integration & Post-Arrival Support

- ✓ Onboarding coordination with employer
- ✓ Integration monitoring in first 6 months
- ✓ Long-term retention focus

Structured Interviews & QA

- ✓ Qualification and work history verification
- ✓ German language B1/B2 minimum assessment
- ✓ Only fully suitable candidates presented

O U R A P P R O A C H

The 6-Step Alpen-Care Process

Average total duration: **3–6 months** | Every placement follows an identical, quality-controlled process.

1**Analysis — Needs & Role Definition**

Detailed briefing with the employer. Staffing needs, qualifications, team context and long-term requirements defined jointly before sourcing begins.

2**Sourcing — International Recruitment**

Activation of our international network of licensed partner agencies and state organisations. Candidates identified and pre-screened before reaching the employer.

3**Interviews — Qualification & Language Assessment**

Structured interviews, qualification verification, work history review, German language check (B1/B2 minimum). Only suitable candidates presented.

4**Documentation — Credential Recognition (Nostrifizierung)**

Full management of Austrian recognition process. All documents compiled, verified and submitted. Complex regulatory step handled entirely by Alpen-Care.

5**Visa — Austrian Entry Authorisation**

Red-White-Red Card coordination, authority liaison and entry preparation fully managed. Employer provides job offer; Alpen-Care handles everything else.

6**Integration — Onboarding & Long-Term Support**

Post-arrival onboarding, active employer communication, integration monitoring. Goal: not just placement — but sustainable, long-term employment stability.

C A N D I D A T E P R O F I L E S

Qualified Healthcare Professionals We Place

All candidates are pre-selected, qualification-verified and prepared for the Austrian healthcare system before being presented to employer partners.

- DGKP — Diplomierte Gesundheits- und Krankenpflege — *Registered Nurses*
- PFA — Pflegefachassistenz — *Nursing Care Specialist*
- PA — Pflegeassistenz — *Care Assistant*
- Intensive Care / ICU Specialists
- OR Specialists — Operating Room & Surgical Nursing
- Long-term / Geriatric Care Professionals
- Midwives — Hebammen, obstetric specialists
- Source Countries: Tunisia · Philippines · Vietnam · expanding

Minimum Candidate Requirements

- ✓ Completed healthcare qualification from a recognised institution
- ✓ German language minimum B1 (B2 preferred)
- ✓ Motivation to integrate long-term in Austria
- ✓ Clean criminal record and references from prior employers

F O R P A R T N E R A G E N C I E S

Building a Reliable International Partner Network

Alpen-Care is actively expanding its international network of licensed recruitment partner agencies. We offer a structured, fair and transparent collaboration model with long-term volume and clear responsibilities.

What We Offer Partners

- Direct access to the growing Austrian healthcare market
- Clear, documented processes and requirements
- Stable, long-term demand for qualified professionals
- Fair and transparent fee structures
- Dedicated Alpen-Care contact for all coordination
- Long-term partnership — not transactional

What We Look For in Partners

- Licensed / officially registered recruitment agency
- Experience in healthcare recruitment
- Access to a qualified candidate pool
- Transparent, ethical working methods
- Commitment to fee-free candidate models
- Willingness for long-term collaboration

Division of Responsibilities

- ✓ Alpen-Care: Austrian employer relations · End-to-end process · Visa & credential compliance · Post-arrival integration
- ✓ Partner Agency: Candidate sourcing · Initial screening · Local candidate support · Home-country compliance

O U R D I F F E R E N T I A T O R S

Why Employer Partners Choose Alpen-Care

- Pre-qualified candidates only — *no unfiltered CVs; every candidate meets defined standards before presentation*
- Single point of contact — *one coordinator manages the entire process from briefing to first ward day*
- Compliance first — *Austrian law, credential recognition and visa requirements central to every placement*
- Minimal HR burden — *employer involvement limited to 1–2 interviews and signing the employment contract*
- Integration focus — *post-arrival support reduces dropout and increases long-term retention*
- State-certified agency — *licensed under Austrian law since 2022*

G E T I N T O U C H

Contact & Further Information

We welcome inquiries from Austrian healthcare employers, international candidates, and licensed partner agencies worldwide.

Registered Office

Alpen-Care GmbH

Straßganger Straße 125
8052 Graz, Austria

Phone

+43 664 99551659

Email

contact@alpen-care.com

Website

www.alpen-care.com

Partner Login Portal

www.alpen-care.com/Account/Login

Dedicated platform for registered agency partners.

WhatsApp

Available for international candidates and partner agencies.