



Welcome to Teboza!

Your starter guide to a great season

In this brochure, you'll find all the important information about working and living at Teboza.

Clear, practical, and easy to follow, so you can get off to a great start.



Let's work together, grow together, and have a great season together! 🤝



1. About Teboza

Teboza is a friendly and ambitious family-owned business in Helden (the Netherlands) and the leading specialist in asparagus. We grow, harvest, and package asparagus and asparagus plants for customers throughout Europe.

Each season, we work alongside about 300 colleagues from various countries. Together, we make it not only a successful season but also a fun one. At Teboza, it's all about teamwork, getting things done, and a great atmosphere.

Are you available from March through the end of June and looking for an active job, indoors or outdoors? Then working at Teboza is a great choice for you!

Respect is our top priority

We listen to one another, value our differences, and treat everyone fairly and with care. Respect is the foundation for trust, collaboration, and a strong, positive culture.

2. The work

At Teboza, you'll work and live alongside colleagues from different countries. You'll work in teams, and no two days are exactly the same. You may be scheduled for outdoor or indoor work. The specific tasks vary depending on the season.

Outdoor work

Early season: working in the greenhouses and preparing the fields

Peak season: harvesting asparagus

Late season: cultivating and preparing the fields for winter.

You'll be working outdoors, so sometimes in the sun, sometimes in the rain. The work is physically active: lots of walking, bending, and moving around. Perfect if you don't like sitting still.





Indoor work

In the warehouse, you'll help with:

- **Sorting asparagus plants**
- **Sorting, packing, and peeling asparagus**
- **Logistics tasks**

The work isn't physically demanding, but you'll be on your feet all day. We'll try to rotate you to different stations as much as possible.



Support and Growth from Day One

On your first day, you'll receive training on the job, the rules, and safety procedures. You're never on your own: there's always a team leader nearby to help you. Do you have a skill you'd like to use, or is there something you'd like to learn? Let us know, and we'll explore the possibilities together.

3. Salary and Conditions

- You'll work **6 days** a week
- An average of **48 hours** per week
- You'll be **paid by the hour**
- Your salary and vacation pay are **paid weekly**

Hourly Wage 2026:

In the Netherlands, there's a single minimum wage for everyone: **€14.99 gross per hour**.

Bonus and Performance:

Your harvesting performance is monitored daily. It's important that you meet our standards and ensure that as many asparagus spears as possible are harvested correctly.

So, are you an asparagus harvester? Then you can earn **an extra bonus**

on top of your regular pay.

If we don't see improvement and growth in your harvesting performance, we may have to part ways with you.



Other expenses:

 **Housing costs:** €15,97 per person per night;

 **Health insurance:** € 5,56 per person per day;

Both are automatically deducted from your paycheck.

4. Housing

Teboza will arrange a comfortable place for you to live during the season. We'll do our best to accommodate your preferences, such as living with family, friends, or your partner.

After a hard day's work, you need a comfortable place to relax—a place where you can sleep, unwind, chill out, and recharge for the next day.

During the season, Teboza isn't just your workplace—it's also your home!

All accommodations are fully furnished and equipped with all living amenities and household items.

Extras:



Free Wi-Fi



Two-times-a-week transport to the supermarket



Bicycle available



Cafés, shops, and sports facilities in the area



5. Support from HR

At Teboza, you're not on your own. The HR department will help you with everything you need to work and live comfortably and worry-free in the Netherlands.

To work in the Netherlands, you'll need a BSN (Citizen Service Number). Don't have one yet? We'll arrange the appointment and transportation for you.

In addition, it's important that upon arrival you have an active bank account in your own name, into which we can deposit your salary. This can be a Dutch or foreign account.

If you need medical care, such as an appointment with a doctor or dentist, we'll help you schedule and accompany you to the appointment. Please note that your health insurance may not cover all costs.



6. What should you bring?

What do you need to bring?

- Pillow + warm blanket
- Medication
- Passport/ID, debit card + PIN, cash (for food/drinks)
- BSN & driver's license (if applicable)
- Certificates (e.g., forklift)
- Sturdy work shoes, rain boots + rain gear
- Personal belongings

 Note: A **valid email** address is required for pay stubs and important information.

7. Frequently Asked Questions

Do I need to be 18 years or older?

Yes, this is required due to laws, regulations, and safety.

Do I need experience?

No, experience is not required. It can be helpful, but we'll make sure you receive the proper training.

Do I have to pay to work at Teboza?

No, there are no costs associated with working for us.

Do I have to arrange my own travel?

No, Teboza or your recruiter will coordinate transportation with you.

Can I come with my partner?

Yes, you can. However, we can't guarantee that you'll have the same days off, but we'll take that into account.

Is it a problem if I don't speak English?

No, there are plenty of translators available to help you—except for specific positions.

Do I get a day off?

Yes, at least one per week.





Do I work on holidays?

Yes, unless it's your day off.

What is the nearest airport, train station, or bus station?

Airports

- Eindhoven – ± 45 minutes
- Düsseldorf – ± 50 minutes
- Dortmund – ± 1 hour en 45 minutes

Train stations

- Venlo – ± 30 minutes

Bus

- Bus stop Loo Helden (*bus line 70 or 72*) from Venlo

Arrival at Teboza

Between 8:00 AM and 5:00 PM? One of our colleagues will welcome you, explain everything, and take you to your accommodations.

Arriving later? We'd prefer not, but we'll try to make arrangements for you.

Check & Safety

We may ask to see your criminal record. You're required to provide this so we can determine whether you're eligible to start at Teboza.





Teboza Seasonal BBQ!

To reward you for your dedication and hard work, Teboza is hosting a big BBQ at the end of the asparagus season! 🌿🍷

A fantastic party full of delicious food, refreshing drinks, and lots of dancing fun.

Definitely not to be missed! 🕺💃

We look forward to welcoming you.
Your season starts here!