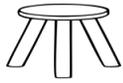


# Top 10 hints for overseas working



## Why?

You need to know why you want to go and it will help to build a business case – think of a 3 legged stool – what's in it for you, the host and the home (if you are thinking of an assignment) organisations.

**HINT:**

- It is never because you like to travel .... ever! No organisation will want to employ a tourist



## Where?

If it's somewhere popular, think about the competition: eg New York is a magnet for US domestic moves too, so you're facing not just international applicants but people from Ohio or Wisconsin etc.

**HINT:**

- Plan in advance to improve your selection chances; eg if you want to go to New York, see if you can get some experience with your current employer with financial sector clients which may help



## When?

Give yourself time to find the right opportunity; you may have a very portable skillset but you'd be surprised how long recruitment may take and then there may be immigration issues too.

**HINT:**

- Busy season assignments are a great opportunity for a "taster" – especially if you've picked a country whose busy season is different from ours eg Australia, New Zealand.



## How long?

You need to be around long enough to be valuable. 18 months - 2 years is good; 3-6 months probably isn't. It's not unrealistic to work on the premise that after 6 months, the person is starting to earn their keep.

**HINT:**

- "I'd like to come for the summer/ski-ing/Christmas" won't endear you to a prospective employer. Try to find some business reason for the length of time you had in mind



## Then what?

Permanent move or international experience? Particularly important from an immigration perspective and helpful if you have an idea of what you want to do next – if it's returning home, then keep your options open by retaining a link with your old boss/colleagues/etc.

**HINT:**

- You can change your mind but be as honest as you can ... "my long term goal is to ....." beats "I've no idea, I'll see how it goes".



## Immigration

A political hot potato in many countries. Timing may be an issue – there are peaks and troughs for applications, so include in your planning. Some countries are easier to access as an assignee (eg USA), rather than a new hire; so investigate the possibilities and review your options.

**HINT:**

- It might be worth trying an assignment, if you can, to facilitate getting the initial work permit and apply as early as possible.

# Top 10 hints for overseas working



## Accompanied?

"Family" means different things in different countries – do not assume your unmarried or same sex partner will be able to accompany you to the new country. Many countries still require a marriage certificate or don't recognise civil partnerships.

### HINT:

- Try visiting the website of your country of choice or, indeed, your employer may have helpful information on working in that country.



## Compliance & benefits

Check your tax and social security position and ensure you have appropriate insurance cover overseas – especially medical, if there is no reciprocal or public provision. Occupational plans may not exist in the new country; some may be open to local nationals only/ have a waiting period etc

### HINT:

- Travel insurance may not cover workers and usually only covers medical emergencies



## Discrimination – covert and legal

Prejudice comes in many guises – even if there is a way around a legal issue (eg no dependent's visa for same sex partner), doesn't make it generally acceptable. Racism, sexism, religious intolerance etc may exist covertly, which could make life challenging.

### HINT:

- Use the internet and networks to check if prejudice is an issue in your country of choice – or location. Attitudes may vary between cities.



## Plan and homework

Moving countries is never easy but try to keep it simple. Planning and homework saves pain and disappointment later and may even help you decide what you want to do or where you want to go.



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