Compliance Playbook:
How to **Improve Global Speed-to-Hire**

Buenos Aires — Vince Marketing
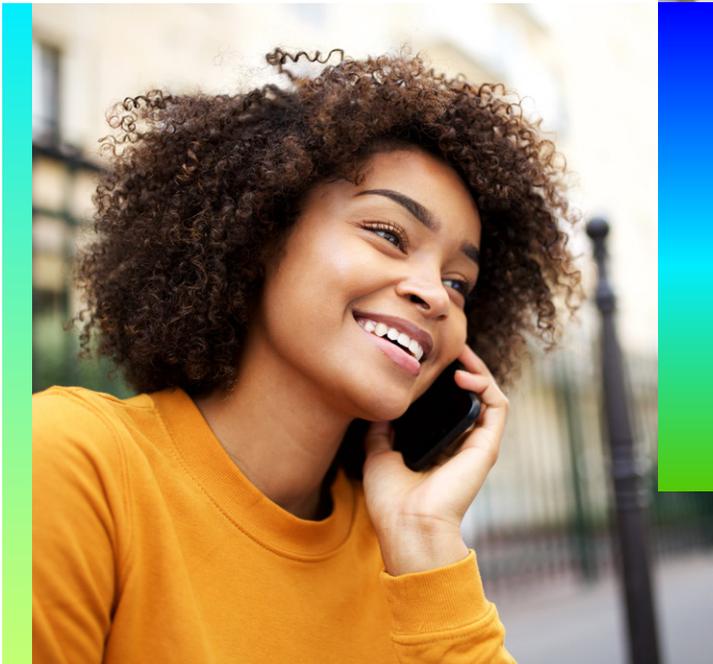
London — Bea Manager

Global expansion is an exciting leap for growing companies; however, it can be a costly journey if done misguided, which is why every business should have a robust compliance program to navigate the complexities of international hiring. Solid compliance procedures and policies keep companies protected while expediting the global hiring timeline. In a candidate-driven market, speed is of the essence. A swift hiring process increases a company's chances of attracting top-tier talent — candidates view fast hiring decision-making as a sign of a cohesive company culture.

Global compliance expertise helps safeguard against unintentionally breaking local laws or regulations relating to taxes, worker classification, labor codes, and more. Building a strong compliance program helps companies:

Review organizational processes to pinpoint areas that are more susceptible to legal breaches.

Create and encourage a culture of accountability — establishing clear policies and responsibilities reinforces compliance expectations.

Companies that expand their reach and hire workers in different countries experience an added layer of complexity when outlining their compliance program; research is critical to understand the varied and nuanced labor laws in global markets. Regardless of the size of your company, it's important to develop standard operating procedures to ensure compliance throughout the **employee lifecycle**; mismanagement can result in costly legal expenditures. Although compliance is tricky everywhere, there are specific **countries** where hiring and managing international teams is more complicated:

France: All companies must meet statutory minimums if they want to employ local talent, such as providing private health insurance to all workers.

China: Laws and regulations vary from city to city, so companies must understand the differences if they want to source and recruit workers throughout this nation. Human resources must also stay on top of required paperwork; new hires must receive a written contract within one month of employment. Failing to provide this document entitles workers to double the salary.
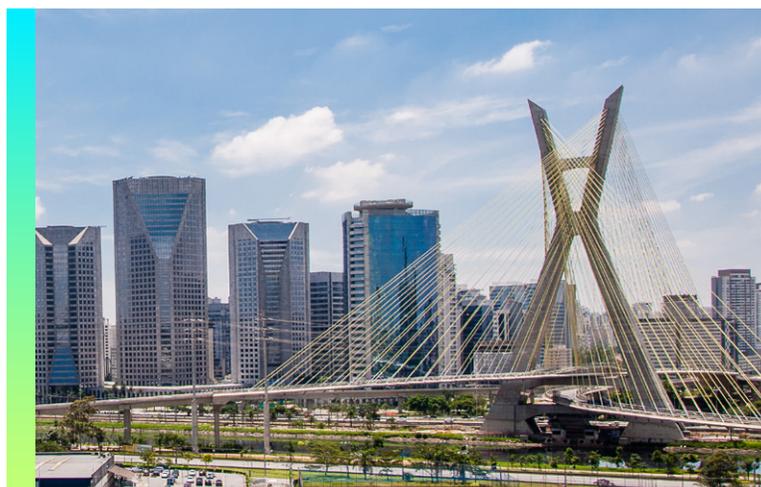
Brazil: Labor laws state that no employee can work upwards of 44 hours per week, and overtime is restricted to two hours per day.

Belgium: As a trilingual country, there are three separate payroll systems, and employers must offer workers a mandatory pay raise on a regular basis.

Italy: Employees cannot work more than 48 hours per week, including overtime, and a 13th-month salary is a customary practice paid before Christmas.

Spain: Companies wanting to hire workers in Spain must offer a formal employment contract that, in most cases, is an indefinite contract.

Is your company prepared for global growth?

It is vital that companies wanting to grow into international markets have all the necessary information before they begin sourcing and recruiting team members. Knowledge and a deep understanding of your company's capacity to scale successfully and growth goals are key. To ensure your company can recruit top global talent compliantly, here are a few pre-hiring recommendations:

01

Research in-country hiring practices and benefits trends.

Carefully mapping out talent acquisition goals, researching regional benefits trends, and building a best-in-class onboarding experience can help you start off on the right foot.

02

Classify workers correctly.

Will your future team members be contractors or employees? It is important to evaluate your company's current needs and truly understand where you're headed to accomplish the growth goals you have set. You must also gauge each nation's classification criteria which may vary significantly depending on the jurisdiction.

03

Determine your HR capacity.

Make sure to evaluate your HR structure and headcount. Does your team have the bandwidth to tackle sourcing, interviewing, recruiting, onboarding, and managing global teams?

04

Revise existing protocols and procedures.

Take a deep dive into existing protocols, processes, and paperwork to ensure your company s direction is on track. Are HR managers well-versed and prepared to carry out international payroll for new global workers?

05

Assess cross-cultural alignment.

What strategies have HR managers created to ensure international workers and existing employees experience cultural cohesion and a positive working environment? How can you balance diversity while also creating a company-wide sense of belonging?

Global speed-to-hire checklist
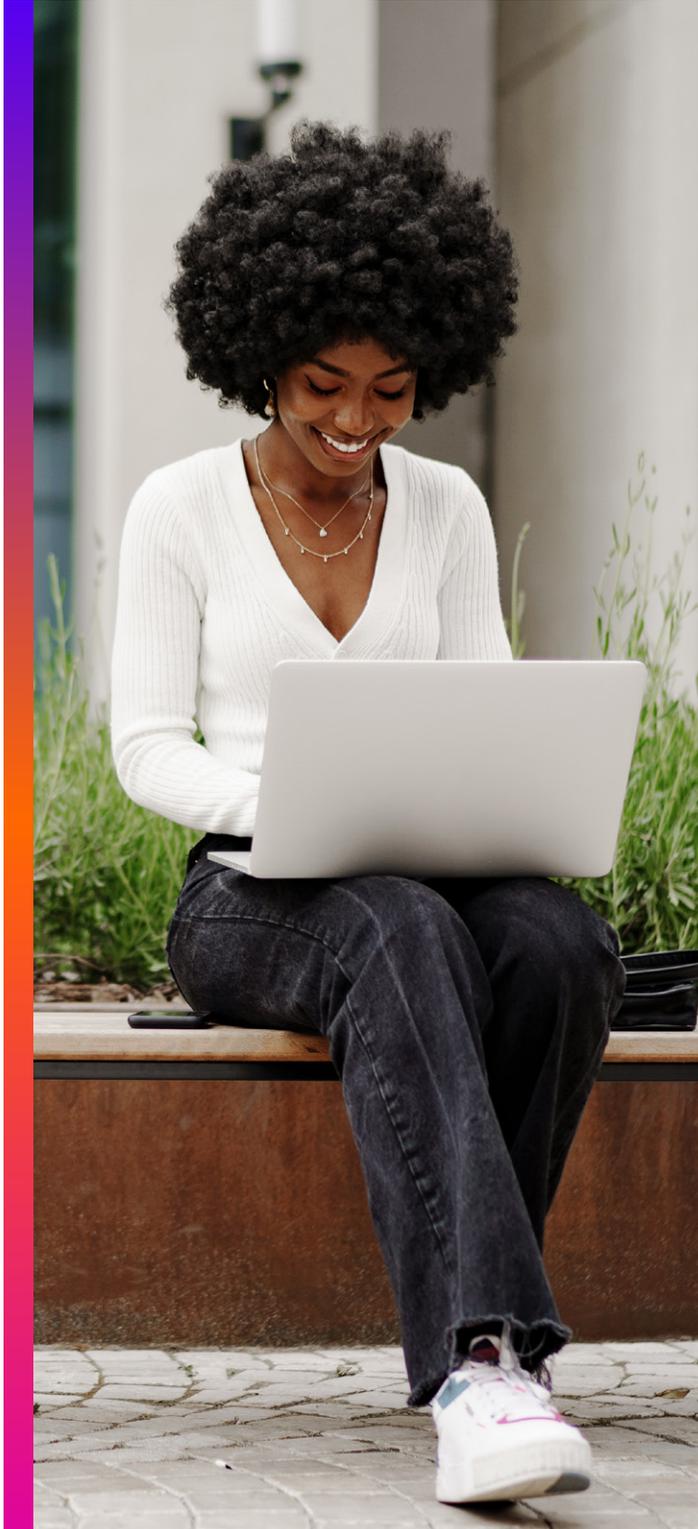
To ensure you stay ahead of the competition, here are a few tips to accelerate your global speed-to-hire:

☑ **Map out your employment needs:**

Before advertising a job opening, make sure you have clearly identified what the company needs from each role – and communicate those requirements succinctly in your ad. Additionally, leverage technology to make the application process as efficient and easy as possible for applicants to navigate.

☑ **Research emerging talent hubs:**

Consider locations outside of mainstream hiring hubs to better select talent pools that align with your company s employment needs.

For example, if your company needs to hire tech talent, South Africa, Vietnam, and Mauritius are great options to look into.

☑ **Create a customized recruiting and onboarding experience:**

Standardizing these processes will give global workers a positive first impression of your company and increase speed-to-productivity.

☑ **Verify worker classification:**

Ensure all new workers have been classified according to country-specific regulations – consider local labor laws throughout the classification process.

☑ **Leverage technology:**

Automate payroll and benefits administration, so workers receive accurate compensation on time.

Start your global hiring journey today with G-P.

Taking a deep dive into the state of your companys expansion readiness and researching suitable growth regions can help mitigate future risks, but this assessment takes time. Once your planning stages are complete, G-P accelerates speed-to-hire by making the time-consuming processes involved in global expansion quick and painless. Our fully compliant SaaS-based Global Employment Platform™ is backed by our team of HR and legal experts to guide you throughout each step of your journey.

With just a few clicks, your company can test new markets and hire, onboard, and pay employees in over 180 countries — no branch office or subsidiary setup required.

Unlocking the power of global teams has never been easier.

Contact us today or request a proposal.
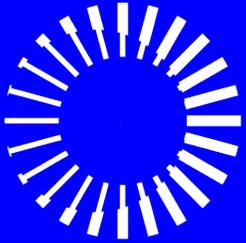
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