
Your Ultimate Guide to International Recruitment



Introduction

As a Hiring Manager you are evaluated based on your ability to attract and land the top talent that exists in your industry. Regardless of what employment statistics tell us or what economic factors and trends we experience. The bottom line is that there is an ongoing and never relenting challenge for Hiring Managers in the transport and infrastructure sectors to make a conscious effort to evaluate and improve their approach to attracting and securing the best talent.

Often this will involve looking overseas to tap into the best talent for the job.

Hiring the best people at the right times is rarely straight forward, so how do you go about finding the very best candidates in foreign markets?

Recruiters and HR professionals are having to develop a new set of skills to enable them to effectively tap in to international talent markets.

In this guide you will find our top tips for international recruitment.



Mindset

The best candidates for international roles will have an open minded, flexible outlook and they will be respectful of cultural differences. Someone who is set in their ways and not open to change probably won't last long working and living in a completely different environment. After all, it isn't just their work life that will be different, they will have to get used to a whole new way of living outside of the office.

Personal Situations

Family dynamics play a much bigger part when approaching people to relocate for a new role. While some candidates will be open to moving their whole family across the globe, it is complicated for those with children at school age.

It is also good to look out for individuals who have ties to the country you are recruiting for, maybe they studied abroad or have worked there previously.



Exchange Rates

If you are trying to attract candidates from countries with a rising currency against your own then you will have to offer an attractive remuneration package to make it worth their while. Vice versa, countries where there is a dip in the exchange rate are a prime opportunity to snap up top talent who could make more elsewhere.

Equally, you will need to consider what the best currency is to pay your new international employees in. US dollars are seen as a safe currency and used by lots of international firms, particularly if you are setting up a new office in a country with an exchange rate susceptible to fluctuations.



Buoyancy of the Market

If their industry is suffering a dip and there are limited employment opportunities in the candidate's home country, they are more likely to move overseas. The nuclear, water and transport sectors are particularly susceptible to political changes which may cause dips in activity and a corresponding opportunity to recruit sought after talent with the experience you need.

Project Life-cycles

A good time to source candidates is as big projects are coming to a close. For example, metro projects across the globe will be looking to recruit the specialised staff who delivered Crossrail.

Candidates who work on major projects will most likely understand that in order to work on more big, meaty schemes, they may need be open to options overseas.

Office Location

If you are setting up a new office, then you need to establish a base that is attractive for people to live and work.

Look at where your competitors have large offices and where the talent market is. Reach out to past employees of your competitors for advice on building a local team.



Understand Legislation

Employment law varies significantly from country to country. Ensure that you understand the local hiring processes and customs, employment contracts and visa application process.

Communication

Most importantly when recruiting internationally, you need to provide clear and regular communication. Changing jobs is a stressful time for anybody, but add relocating to the other side of the world in to the mix and you have a momentous decision.

It is critical that you provide continuous updates and information to the candidate so that they can plan accordingly.

Interviews

If you are recruiting for a new position in a different country, then you need to conduct at least the first interviews in that country or via video conference.

You can invite them over to the head office for a second or third interview but you shouldn't expect a candidate to travel overseas in the first instance.

Visa & work permits

Before you start looking to recruit internationally, you should understand what the visa and work permit process is; who are you able to employ, how long the visa process takes and do you have the facility to sponsor international employees.

Regarding UK based employees who are European nationals it is important to provide guidance and reassurance around any Brexit related changes that come in to affect, such as how to apply for settled status.



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For more information about Newsom Consulting and how Executive Search can help you to find international candidates get in touch today.

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