

International mobility of employees is increasing

Employees are becoming more and more mobile, and no longer limit themselves to working in only one country. There are several reasons for this: the borders between countries are "disappearing"; with the onset of globalisation, businesses are becoming more and more international and many positions in companies are now filled by "key figures" with responsibilities in several countries. On top of this, or maybe because of it, many employees (and their employers) consider international experience a vital, if not crucial, part of their careers.

This has resulted in many companies assigning their key employees to foreign countries, either on a permanent or a temporary basis. The advantages of expatriate employees are self-evident: the employee usually considers the assignment a challenge that will broaden his or her knowledge and experience. The expatriate employee often brings new ideas and perspectives to the job. Both employees and employers benefit from these things. Employers often also have a short-term objective: that of having a vacant position in one country filled by the best person for the job, regardless of nationality.

Making international positions successful requires a well thought out and adequate management. In order to make a stay abroad a successful one, not only do the tax and legal pitfalls need to be avoided, but also, several other aspects (ranging from moving household goods to getting to know a new country's culture) require adequate attention.

The Executive Mobility Group supports companies in the entire process of international employment, and it does this in a unique way.

Your account manager with the Executive Mobility Group operates as an extension of your own internal organisation, managing a network of "tailor-made" external advisors.

The services we offer are unique for several reasons, two of which we would like to point out here.

Firstly, Executive Mobility Group's consultants offer a combination of high value tax, legal and organisational knowledge with respect to international mobility issues. If you engage the Executive Mobility Group it will be as if you had your own, "internal" Expatriation Manager, Relocation Officer and Expatriate Tax Manager, even though the size of your international workforce would not justify employing your own specialists for these tasks.

Secondly, the flexibility of the Executive Mobility Group enables us to work with the most suitable partner per country per area of expertise. Working with the Executive Mobility Group therefore gives you the advantages of working with experienced organisations, without the built-in disadvantages, such as: being forced to buy within the same network, and non-optimal cost structure.