

teamed.

Global hiring perks

Using benefits to attract, retain,
and motivate international teams

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Global expansion: A world of opportunity

In today's dynamic business landscape, flexible working models and benefits that centre around employee wellbeing are no longer optional; they're standard practice. With the COVID-19 pandemic only having accelerated this trend further, companies not keeping up with employee expectations are at risk of missing out on top talent.

But with this shift bringing both challenges and opportunities for employers worldwide, what does your company need to know about competitive benefits packages for a global workforce? **Our expert team is here to help you find out!**



Crafting the perfect package: Cultural sensitivities

Understanding the intricacies of global hiring has always been essential, but when it comes to building appropriate benefits packages — it's vital to recognise and respect cultural differences.

To avoid cultural misunderstandings, we recommend:

- ✓ Understanding different communication styles
- ✓ Diving into the cultural and political history of the country you're hiring in
- ✓ Familiarising yourself with holidays and traditions
- ✓ Considering language variations across regions
- ✓ Researching local values and social norms



International compliance: Legal and regulatory considerations

It goes without saying that navigating the legal and regulatory landscape of global hiring is vital when offering benefits to international teams. For instance, in some countries, failing to comply with specific healthcare coverage regulations can result in significant fines and dissatisfaction among employees.

Additionally, overlooking mandatory benefits like parental leave, which varies widely across regions, can lead to compliance issues and employee dissatisfaction. This is why, as mentioned earlier, it's essential to engage with experts in international employment to avoid costly mistakes.

With the right level of expert assistance, your organisation can:



Ensure legal compliance

Stay updated on employment laws and tax regulations in each region to prevent penalties and legal issues.



Navigate tax complexities

Comprehend tax implications for benefits in different countries to avoid financial liabilities.



Offer compliant retirement plans

Ensure retirement benefits align with local regulations to prevent penalties and employee dissatisfaction.



Address mandatory benefits

Meet requirements for healthcare coverage and parental leave mandated by some countries.



Stay informed about changes

Stay proactive by monitoring changing employment and tax laws and adjusting benefits accordingly.

Global companies: Who's currently acing their retention strategies?

When it comes to establishing an effective retention strategy, there are plenty of global companies showcasing the role of employee benefits in this process.

Some of our favourites include:



Pfizer

Committed to creating a sense of community and collaboration across the regions in which it's based, Pfizer is currently placing a heavy focus on flexibility, mentorship, and well-being to maintain its high retention rates.



Hyatt Hotel Chain

In addition to an emphasis on training programs and cultural integration, Hyatt also offers a solid employee referral programme that acts as its primary source for employment recommendations.



Apple

Promoting flexibility and the rewarding of efforts at all levels, Apple succeeds in acknowledging not only top talent but also those working on the ground to keep the wheels in motion.



Netflix

Netflix is currently recognised for not only its focus on promoting diverse voices and talent but also for giving full trust to employees. With a competitive vacation policy and commitment to employee engagement, Netflix is considered a great place to work long-term.

As experts in global hiring, we firmly believe that these examples highlight the pivotal role of employee benefits in supporting companies not only during periods of growth, but also in times of uncertainty and market shifts. The companies mentioned above have excelled in attracting and retaining a worldwide talent pool by prioritising diversity, adaptability, and employee well-being. Their commitment to these values not only strengthens their internal teams, it also enhances their external reputation as employers of choice.

Teamed: Your experts in global hiring

Building a diverse and culturally rich international team requires more than just a competitive salary. It demands a strategic approach to benefits that cater to the unique needs of your global workforce. This is where Teamed comes in. At Teamed, we understand that your organisation's success hinges on not only attracting international talent but also retaining them. Our comprehensive Employment of Record (EOR) software and network of global hiring experts is designed to simplify your global hiring journey and empower you to thrive in the international talent market.

Here's why partnering with Teamed is a smart move:

- ✔ **Global payroll:** Seamlessly process payroll in 50+ currencies, ensuring accurate and compliant payments worldwide.
- ✔ **Effortless onboarding:** Onboard employees within hours, not weeks, with our same-day onboarding process.
- ✔ **Local tax & compliance:** Rely on Teamed's legal experts to navigate the intricate web of global regulations, mitigating risks and ensuring full compliance.
- ✔ **Tailored employee experiences:** From benefits to onboarding, make hiring packages appropriate for global employees — enhancing satisfaction and engagement.
- ✔ **24/5 support:** Get expert assistance whenever you need it, addressing the complexities of global hiring with a dedicated support team.
- ✔ **Dedicated local experts:** Benefit from 1-1 employee onboarding, guided by local experts who understand the local hiring landscape.
- ✔ **Transparent pricing:** Access critical features without the hefty costs, with plans starting from £199 per month.

Learn more

Contact us to learn more about how Teamed can help you attract, onboard, and retain global talent. Streamline your global hiring process, unlock the potential of your international team, and stay compliant in the process!

Contact us