

International Recruiting

International recruiting in Human Resources Management (HRM) refers to the process of identifying, attracting, interviewing, selecting, hiring, and onboarding employees from across the world.

International recruitment process

1. Identify your hiring needs

Defining your hiring needs is the first and most critical aspect of the recruitment process. There are a variety of potential reasons for said needs, which may include, but aren't limited to: Lack of critical skills or abilities, increase in workload, vacancy, promotion.

2. Come up with a recruitment plan

Once you've come up with a target list of roles and segmented them by skills, experience, and education, do the following: determine how impactful each role will be for your organization, determine how scarce the skills are for each role, and make a list of the roles that are high impact with scarcely available skills.

3. Write a clear and compelling job description

As with any open position, it's important to write a thorough and convincing job description. This is especially true when recruiting internationally, as including specific job titles, and outlining detailed responsibilities.

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4. Advertise the position

Next, decide where to advertise your job posting. Try to utilize a variety of platforms, like your company's careers page, social media channels, career sites.

5. Review applications

When reviewing applications from international candidates, conduct due diligence as usual. Screen for applicants who meet the minimum requirements for the role and create a short list of individuals you'd like to interview.

6. Extend the job offer

Once you've chosen a candidate and finalized their compensation, you can make them a job offer. Your offer letter should include:

- The starting salary for the position
- Non-pay benefits for the position
- Paid time off and leave policy.
- Potential severance pays.
- Included company equipment.
- Other terms and conditions of employment

7. Hire

If the candidate accepts your offer and can legally start working in the country where the employment will take place, you can proceed to the onboarding process. However, if they require visa sponsorship, you should begin the immigration process as soon as possible.

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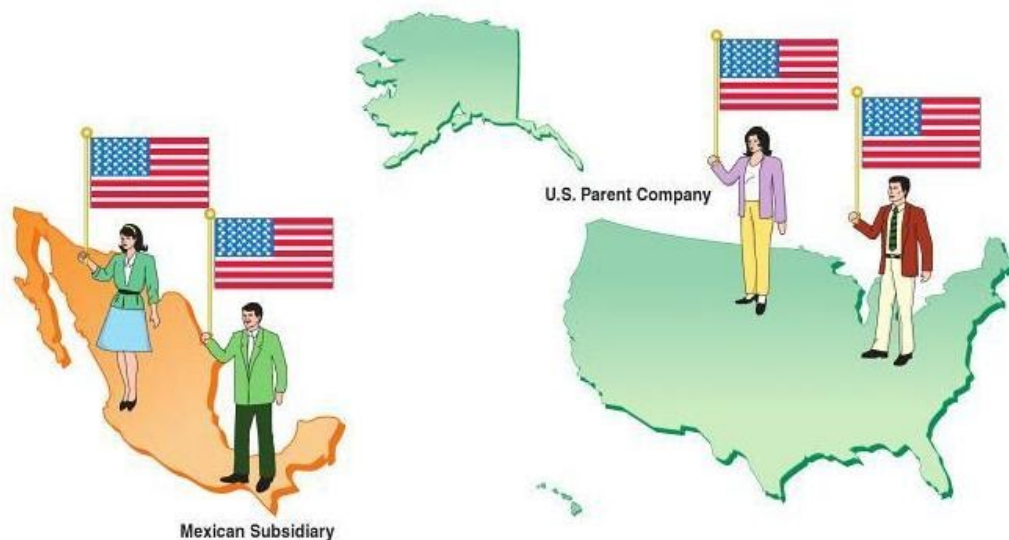
Though some companies do this in-house, it is advisable to partner with an experienced relocation service provider.

International Recruitment Methods

Countries with branches in foreign countries must decide how to select employees.

1. Ethnocentric approach

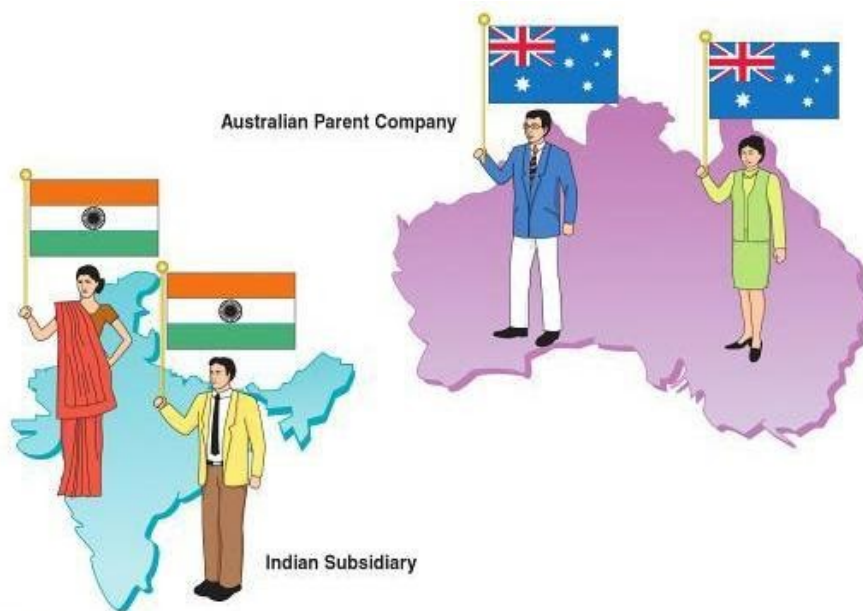
When a company follows the strategy of choosing only from the citizens of the parent country to work in host nations. The ethnocentric approach places natives of the home country of a business in key positions at home and abroad.



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2. Polycentric approach

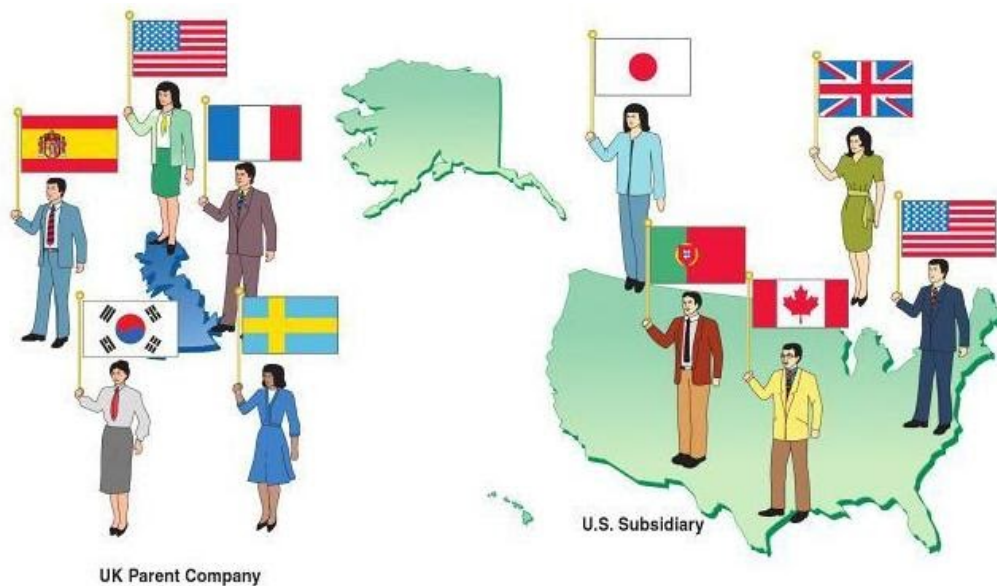
When a company adopts the strategy of limiting recruitment to the nationals of the host country (local people). This technique's goal is to minimize the cost of international operations steadily.



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3. Geocentric approach

When a company adopts the strategy of recruiting the most suitable persons for the positions available in it, irrespective of their nationalities, it is called a geocentric approach. Companies that are truly global in nature adopt this approach since it utilizes a globally integrated business strategy.

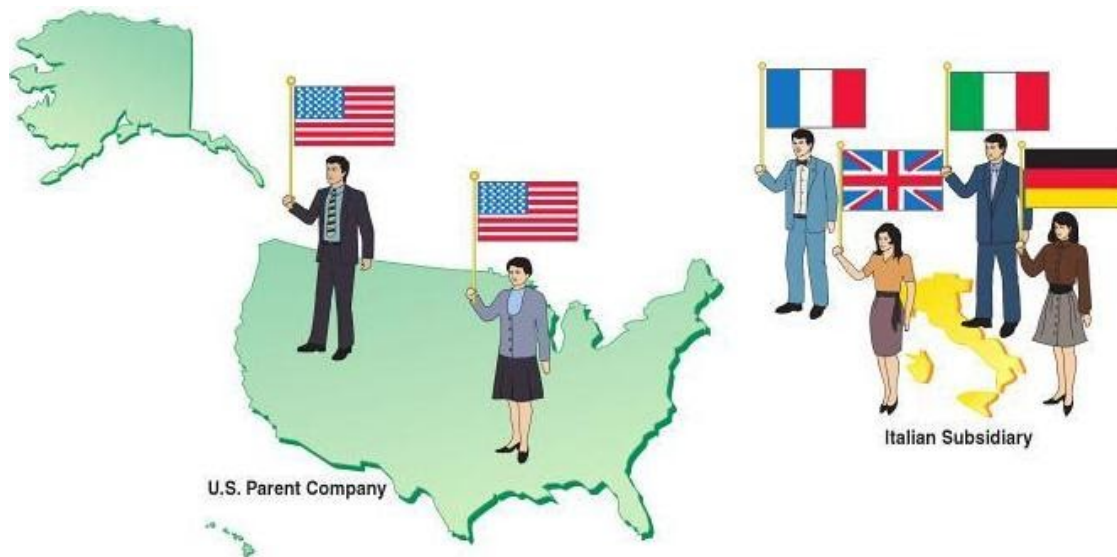


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4. Regio centric Approach

The Geocentric Approach is one of the methods of international recruitment where the Multinational Companies recruit the most suitable employee for the job irrespective of their Nationality.

The Regio centric approach uses managers from various countries within the geographic regions of business. Although the managers operate relatively independently in the region, they are not normally moved to the company headquarters.



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Reference:

(2022) LOCALYZE

International recruiting: How to get started and best practices.

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<https://www.localyze.com/blog/international-recruiting-how-to-get-started-and-best-practices#what-is>

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