



# International Assignment Services

## International mobility support

The international mobility of workers implies a significant investment by international organizations, which in a high number of situations do not have the expected return.

Due to the lack of planning and adequate support, international deployments often end up not meeting the expectations of the organization and the workers themselves, which can often lead to the departure of highly qualified people, in whom the organization has invested in their training.

Considering that people are the differentiating advantage for the success of an international organization, the inability to retain talent and the risk of legal, fiscal or parafiscal non-compliance are risks that cannot be taken in a competitive business environment.

Baker Tilly is in a privileged position to provide specialized consultancy services in the implementation of posting policies, support in carrying out procedures and optimization solutions in support of the management of workers in situations of international mobility.

The global presence of the Baker Tilly chain, allows us to better monitor the international challenges presented by our customers.



**We can provide assistance at every stage of your company's lifecycle.**

As a US\$3.9bn global organization with member firms in 146 territories, out of 742 offices worldwide with 36,322 people, we have the scale to meet your changing needs, but the agility that helps you stay one step ahead.





## Where?

We support our clients by presenting solutions for managing workers in situations of international mobility, namely:

- 1) We support organizations in the definition and implementation of deployment policies, considering the aspect of fiscal or para-fiscal protection or equalization.
- 2) We define salary compensation and optimization policies in the country of origin and destination;
- 3) We support the realization of immigration formalities, ensuring compliance with tax and para-fiscal obligations, both in the country of origin and in the country of destination.

## How?

### Step 1 - Diagnosis

Identification of potential risks or opportunities in the current international mobility policy

### Step 2 - Optimization

Identification and implementation of changes aimed at fiscal and para-fiscal optimization of current practices

### Step 3 - Recurring support

Integrated management of workers in situations of international mobility, both in the country of origin and in the country of destination.

## OUR COLLABORATION IS DEFINED ACCORDING TO YOUR GOALS AND NEEDS

## CONTACTS



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