

## Global Immigration & Mobility



**"AS A QUINTESSENTIAL GLOBAL PLAYER, BAKER MCKENZIE HAS A PREDICTABLY STRONG OFFERING IN IMMIGRATION. THE GROUP OFFERS UNIFORMLY HIGH-QUALITY SERVICE REGARDLESS OF WHERE A CLIENT MAY BE SITUATED."**

CHAMBERS GLOBAL

### Offering you a joined-up approach

Global businesses today need to take into account the various disciplines that impact cross-border hiring and mobility, including:

- immigration,
- employment,
- benefits,
- data privacy,
- tax, and
- corporate compliance.

Our highly experienced team has you covered from all angles, and can assist you with all of your wider mobility needs. We support you through the whole life-cycle of an international assignment, to ensure that:

- employment contracts are complete and enforceable,
- employee benefits meet your needs and relevant legal requirements, and
- tax planning is sound and defensible.

The global movement of employees is critical to any organization doing business internationally. We help clients achieve their business objectives by developing strategies to build a more globally mobile workforce.





**“BAKER MCKENZIE’S TEAM IS EXCELLENT IN RESPONDING TO ALL INQUIRIES IN A VERY TIMELY MANNER AND PROVIDING RELEVANT AND IN-DEPTH INFORMATION ON ALL MATTERS RELATED TO IMMIGRATION LAW. THERE HAS YET TO BE A SITUATION WHERE AN ANSWER TO ONE OF OUR INQUIRIES COULD NOT BE PROVIDED.”**

CLIENT SOURCE TO LEGAL 500

## How we can help

### DEVELOPING CUSTOMIZED PROGRAMS

Companies often find managing the global movement of people can be daunting, but it doesn’t have to be with the right support.

We work to understand the specific needs and culture of our clients and the industry they operate in . Our aim is to develop a deep-rooted partnership and help you to build a best-in-class immigration program by:

- reviewing current immigration and mobility related practices,
- auditing compliance records and previous immigration filings,
- leveraging our industry expertise and knowledge of your business to devise commercially informed strategies, and
- providing recommendations on policies and/or process improvements that mitigate compliance risk.

### PROVIDING ON-THE-GROUND SUPPORT

From start to finish, we provide essential support to ensure your employees get where they are needed, when they are needed. This includes:

- developing protocols for authorizing business travel and helping you understand the permissible activities in any given country,
- preparing and submitting work permit applications with immigration and labor authorities,
- coordinating labor market tests,
- assisting with entry visas,
- supporting in-country registrations and residence permits, and
- monitoring permit and visa expiration dates.



### OPERATING WITH TRANSPARENCY AND EFFICIENCY

Our clients value our predictable, value-focused and no “hidden cost” pricing. We use multiple cost-saving measures, including:

- staffing each project in the most effective manner,
- moving certain legal services and back office functions to lower-cost centers when appropriate,
- providing access to helpful technology free of charge, and
- creating alternative billing arrangements tailored to clients’ specific needs.

**[bakermckenzie.com](http://bakermckenzie.com)**