

DEBUNKING THE MYTH OF A GLOBAL MOBILITY SPECIALIST

One could say I ‘stumbled’ into Global Mobility but doesn’t everyone? My career path began in Human Resources (HR) but looking back the side-step into the Global Mobility function was the perfect career move to me.

Having travelled all over the world and undertaken an exciting assignment in Bangkok, Thailand for six months, my transition into Global Mobility was overwhelming to say the least but I felt instantly connected to my new role; given I was working in a truly global environment every day which was a challenge at first but very exciting. On that first day, I would never have imagined the scope of work I have since undertaken, all the people I have met and how much knowledge is required to work in Global Mobility.

HERE’S THE THING, WHO KNOWS WHAT A GLOBAL MOBILITY SPECIALIST DOES?

Family and friends often confuse what I do with working in the mobility scooter sector. Others imagine that I sit there booking flights and travel for employees all day, if only it were that simple! When I was asked to answer some questions about my role by the Next Gen GM, I was more than happy to. Even if it were just to help my friends and family debunk the myth of what I do.

HOW DOES YOUR DAY TYPICALLY START AT WORK?

I cannot start my daily “to do” list if Mr Joe Blogs has been refused entry into Argentina and is sitting in an Argentinean jail, unfortunately this is a true story! Therefore, I have a quick review of my inbox to see if anything urgent has crept in.

WHAT DOES A TYPICAL DAY LOOK LIKE?

It is an understatement to say there is no typical day in my role, which is what I enjoy most about Global Mobility. Each week includes meetings with the United Kingdom business leads and project managers to advise them on various subjects to future assignments in the pipeline.

My week can also include working on new assignments, managing existing assignments, working on immigration extensions, advising on the permissible activities of a United Kingdom Business Visitor and dealing with escalations to name a but a few activities.

WHAT CHALLENGES DO YOU ENCOUNTER THE MOST?

Without a doubt, the challenges that I encounter the most are managing expectations. A lot of the time, a project will require an employee to travel and start working in a host country or on a client site immediately! Working within a large company can be a challenge to maintain immigration compliance. I regularly review our processes to make sure that they are streamlined and being followed to maintain our "A Rated" sponsorship with the United Kingdom Home Office.

TUPES, mergers and acquisitions are always a challenge!

HOW DO YOU DEAL WITH THEM?

I network within my company and try and attend as many project calls as possible, it is important to work with the project from the planning stage to ensure there will be no hidden surprises later. I like to keep all assignee and manager contact details up to date, along with working closely with the HR team and vendors.

WHAT TOOLS OR STRATEGIES HELP YOU GET BY?

PERHAPS ALCOHOL AND MORPHINE?!

We do not have many tools within our Global Mobility Function, but I always have the Home Office website open to keep up to date on date immigration law. Plus I sign up to various mailing lists for free webinars and literature on Global Mobility hot topics. I am also lucky to work with some amazing vendors and colleagues who have a wealth of Global Mobility knowledge.

WHAT IS THE FUN PART?

Working in a truly global environment where my colleagues and assignees are all over the world means I get to learn about different cultures and hear first-hand what is happening in their country. I also really enjoy working with the business; when Global Mobility and the Business work together, it is a positive experience and you can see the benefits of the Global Mobility Function within the company.

WHAT IS THE LEAST FUN PART?

When Global Mobility is engaged at the last moment by the business, you can feel sometimes like the voice of doom telling the business manager what they can and cannot do.

IF YOU COULD WAVE A MAGIC WAND, WHAT WOULD MAKE YOUR JOB EASIER?

A huge budget that we could spend on some of the amazing Global Mobility tools and technology that are out there!

WHAT IDEAS DO YOU HAVE FOR THE FUTURE AND FOR YOUR ROLE IN GLOBAL MOBILITY?

For now, as you never know where the future may take you, I would like to continue to promote the role of Global Mobility within the United Kingdom business. I would like to increase the number of assignments that

we arrange based on talent rather than just filling a demand piece, as I think Talent and Global Mobility should work hand in hand. There are huge changes occurring in our company, these changes will see new policies, processes and strategies launched in 2018.

I am excited to be part of this change and would love our team to be collecting an “Emma” at the 2018 FEM Awards!

WHAT ADVICE WOULD YOU GIVE TO SOMEONE LOOKING TO WORK IN GLOBAL MOBILITY?

If you are looking to work in-house, be prepared to work in a fast paced and challenging environment. You need to be able to work independently and keep up to date with all the immigration, tax and Global Mobility changes that happen within your region. As well as working independently, you will need to work in a team and have great communication skills, the Global Mobility function touches many processes, teams and countries and requires strong teamwork.

You will receive many weird and wonderful queries, many that you or your colleagues have not received before, so you will need to be able to think fast, call upon your network and keep calm.

If you have these qualities, you will be sure to succeed in Global Mobility.

ABOUT THE AUTHOR

Having extensively travelled the world and worked in South East Asia and France, Anna is passionate about Global Mobility. Anna has over seven years' experience working within the field of Global Mobility and currently works at DXC Technology. Anna's current focus is the challenges of working in a large multinational company with a fast paced and ever changing Global Mobility Program

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