



Global Talent Strategy Guide

With the race for top talent at an all-time high, HR teams must act quickly to secure the best candidates. A **global hiring strategy** boosts your odds of finding the talent you need with the resources you have.

Whether you're struggling to access talent, expanding internationally, or optimizing your hiring process, this guide can help you develop a winning strategy.

Strategic solutions for talent shortages

Filling skills gaps requires a mix of short-term fixes and long-term strategic solutions. These three high-impact strategies can help HR and TA leaders build a sustainable pipeline:



Invest in upskilling and internal mobility.

- Develop career pathing frameworks and employee development incentives.
- Use AI tools that automate admin work so you can focus on growth and skills development.



Explore emerging talent hubs.

- Identify regions with high talent availability and lower competition.
- Use an Employer of Record (EOR) to enter new markets – without the risk.



Leverage data insights for smarter hiring.

- Use predictive analytics to forecast hiring needs and prevent skills gaps.
- Evaluate employer burden costs in your target region so you know the real costs of hiring team members across the globe.

Let G-P be your global employment co-pilot.

You know your local market inside and out, but expanding globally is a leap into the unknown. G-P provides global employment products and EOR solutions to help companies of all sizes hire, onboard, and manage talent in 180+ countries.

With us, you'll get the support, technology, and in-region expertise you need to easily navigate global employment. [For more information, explore our EOR and Contractor solutions.](#)

[Learn more](#)

Is working with an EOR the right fit for your company?

Setting up an entity can take months, involves a significant investment, and requires constant risk management. With an EOR, you can offload compliance and administrative work, streamline management, and get 24/7 in-region guidance, making every step of the employee lifecycle more efficient.



Use an EOR if:

- You want to hire quickly and compliantly in a new country without establishing a legal entity.
- You'd like expert guidance on compliance and HR administration.
- You need a cost-effective way to scale globally without the risk.



Don't use an EOR if:

- You already have a local entity in place. However, if you are considering an entity wind down, an EOR can help.
- You only need contractors for short- or long-term projects; tools like [G-P Contractor](#) can help instead.

Your go-global checklist

Global hiring opens up a world of talent, but where should you start? The first step is to assess, compare, and prioritize talent markets based on your unique business factors.

- Compare multiple markets side by side.** Select potential regions and compare workforce availability, cost, compliance complexity, and infrastructure readiness (G-P's [Globalpedia](#) can help).
- Align business goals with your hiring needs.** Ensure your chosen market aligns with your long-term business objectives: cost reduction, access to specialized skills, or global expansion.
- Assess market risks and opportunities.** Compare advantages (e.g., tax incentives, high-skilled talent pools) to challenges (e.g., strict labor laws or high competition).
- Determine the best hiring model.** Determine if partnering with an EOR or investing in an entity is the right path for your company.

By evaluating target hiring regions, you can make data-driven decisions that reduce risk, accelerate hiring, and support business growth.

With the right technology, tools, and compliance partner – like G-P – you can focus on delivering positive employee experiences, boosting retention, and delivering on your business results.

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