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Top 10 Mistakes Companies Make When Hiring International Contractors

- 1 Not having a clear plan or growth objective:**
Companies need to establish a work plan and build around it. Determine if your company will benefit from hiring a contractor vs. a full-time employee. Do you require a contractor for a fixed-term project or to serve as the first step in testing a new market?
- 2 Downplaying candidate assessments:**
Companies should fully vet all candidates and consider their previous experience, knowledge, skills, and abilities. Consider the location, industry sector, and level of role before hiring a contractor.
- 3 Miscalculating your budget and estimates:**
Global growth without the proper infrastructure and resources can have negative financial consequences, such as damaging the company's brand and losing top-tier talent to competitors.
- 4 Underestimating the value of market research:**
If a company is looking for specialized professionals, where should they look? Is there a talent hub in a nearby time zone? Does the local law specify how to properly classify a contractor? Research is key.
- 5 Choosing inefficient software:**
Handling different HR processes can be challenging and time-consuming. Choose an integrated solution that will manage contract generation and payroll on the same platform.
- 6 Overlooking the importance of communication:**
International contractors work remotely and, in some cases, in different time zones. Companies need to establish efficient communication channels to manage remote workforces.
- 7 Omitting progress and performance tracking:**
Companies need to invest in a tech stack for tracking both progress and performance. Establish clear expectations for contractors to ensure business goals are met.
- 8 Misunderstanding the contractor mindset:**
Contractors enjoy the versatility of collaborating on various projects and engaging with different employers. Keep these expectations in mind to maintain a healthy employer-contractor relationship.
- 9 Tackling global growth without a trusted partner:**
Global recruiting and hiring can be complicated without the right strategic ally to help navigate new markets. A partner with global hiring expertise to guide you can be the difference between failure and success.
- 10 Dismissing a potential employment conversion:**
If mutually beneficial, companies can consider ways to transition workers from contractors to full-time employees to boost talent retention.



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Michael Crumley
Director, Strategic Partnerships
Mobile: 916.932.6358
mcrumley@g-p.com