Global Mobility: Our role in delivering the PwC experience
Mobility is of significant importance to our Network, and our International Assignment Programme is a key element of our business strategy. It creates value for our clients whilst at the same time bringing real benefit for the development of our people. With many of our clients expanding into new and emerging markets, international experience is increasingly demanded by our clients and is highly valued in the widening global economy. We also must address the need to identify new sources of talent within our network as well as meeting the expectations of our staff to gain international experience. By sending our partners and staff on international assignments under the International Assignment Programme, we address this demand and invest in our clients, our firm and our people.

Success of the International Assignment Programme: a shared responsibility

The success of the International Assignment Programme depends on the contributions of a number of stakeholders: the assignees themselves, the assignment owners (in the home and host countries), HIC and Global Mobility (GM) teams. However, in order for the International Assignment Programme to drive real strategic value, the commitment and involvement of LoS, industry and territory leaders, as well as GRPs on international clients is vital as this group is best placed to identify the right assignments and assignees to best support our business strategy. The GM core team will serve as facilitating agent.

Global Mobility tools, protocols and policies enabling successful international assignments

The PwC International Assignment Programme is supported by the Global Mobility function. This network, a team of over 250 partners and staff in over 90 countries, share and collaborate using an agreed framework and consistent tools to deliver efficient, compliant and effective GM operations. We conduct regular external benchmarking studies to ensure that we anticipate market trends in mobility and that our programme continues to compare well to the market. We continuously put ourselves in the shoes of our international assignees and obtain feedback from them to better understand where we need to improve the assignment process, and work closely with business leaders to learn what they expect and need from GM. Hence our International Assignment Programme is continuously evolving to align GM to the needs of the business and enhance both our value as a team and the international assignee experience. An international assignment is one of the greatest opportunities the firm offers an individual. It also constitutes a significant investment by the firm and by the assignee. Getting it right is therefore critical.
The Global Mobility network: consultants and partners to the business

GM professionals serve as consultants and business partners in order to facilitate international mobility. With the assignment targets set by leadership, GM provides LoS partners and HC leaders with programme guidance to support the assignee identification and screening processes while publishing the local need for inbounds. Territory GM teams share this need with the wider GM network to support the business plan and match candidates with career opportunities. This coordination with LoS leaders, HC and GM colleagues all over the world enables PwC to move professionals globally for the good of our clients and the network.

Established global protocols enable GM to negotiate and coordinate amongst territories. Global guidance fosters collaboration with proven success to meet the business demands in serving our clients. GM professionals use strategic principles that have been established in order to have a fair and efficient assignment programme while managing the financial obligations that result from international mobility.

The GM network encompasses subject matter experts in immigration, social security, tax, sourcing, labour law compliance and external logistical vendors. GM leverages the specialized professional network to advise the LoS and enhance the International Assignment Programme.

Bringing the PwC Experience to our clients and our people

Mobility requires careful consideration of the drivers of the assignment, the financial investment and value to the respective businesses, as well as the return on such investment. It also requires attention to the selection of only high performing candidates and consideration of their career path on return to the home firm. With people as our most valuable asset, it is critical that assignees are supported upon their repatriation by enabling them to use their international experience with appropriate client assignments and opportunities to share their newly won expertise. To complete the equation, the assignment owners and HC need to fulfil their share of tasks and responsibilities in order to make each assignment a successful experience - a stepping stone in the careers of our people and a positive step in achieving our overall business strategy.

GM is a business partner to the LoS and HC through the International Assignment Programme. With international mobility being a cross LOS strategic global priority, GM is of significant importance to our firm and is a key enabler in bringing the PwC Experience to our clients and our people. Mobility enables PwC to gain a competitive advantage by providing expertise to our clients and markets where they need it most around the world. It also offers our people outstanding opportunities for personal and professional growth. Mobility is the wave of the future of the firm with increased attention and value placed on moving the right people to the right place at the right time.