

When you started your company, you had to find a team that represented your values and encouraged success. International expansion requires the same process on a bigger scale. As a global employer, you'll have to overcome distance and cultural barriers to find talented individuals who reflect your vision.

Globalization Partners helps you confront these challenges with a team of international experts. Our hiring outsourcing services in Barbados let us focus on the details while you handle the big picture.

The Recruitment Process in Barbados

A stable recruitment process starts with a comprehensive job description. Use this brief to consider what the position will look like day to day and what skills a person needs to fill it. You may also include required education, if applicable, and any information that will help you attract matching candidates for the position.

Before you begin the recruitment process, it's best to identify where you'll post your positions, how you'll narrow down candidates, where you'll conduct interviews, and what questions you'll ask. When you have these details planned out, you can begin recruiting with confidence and handling the process efficiently.

Post your positions, wait for responses, conduct interviews, and find your employees. While applicants will offer some or all of the skills listed in your description on paper, interviews are the best way to grasp who your candidates are as people. Start to understand their unique skills and personalities by asking questions that reveal these characteristics.

Most people in Barbados speak English, so make sure to write your descriptions and conduct your interviews in English to appeal to the population.

Posting Open Positions

To reach a broad audience, we recommend posting your job openings in a few places. The country has several newspapers with job categories — The Daily Nation and The Barbados Advocate are two popular papers in the area. You'll have to pay a fee to post your open position, but with such heavy traffic, it could be valuable to your search.

You can also post your open jobs on online job sites such as CarribeanJobs.com. The Ministry of Labor is also working on an online job center for employers to post positions and guide candidates to ideal jobs for their skills.

How to Hire Bajan Employees

Hiring your employees begins with an employment contract. While the Employment Rights Act recognizes a contract as written or oral, it's best to create a written document as the law requires you to provide an employee with the particulars of the agreement such as job description, compensation, and working hours in writing.

When you have all employment terms written down, both parties understand expectations and you can clarify any terms. You'll also want to mention termination and entitlement terms and what you'd classify as a breach of contract. When you meet with your employee to discuss and sign this agreement, make sure to go over the critical points.

During your hiring process, you'll also need to acquire identification for taxes and the National Insurance Scheme (NIS). Barbados has an online tax filing system called the Tax Administration Management Information System (TAMIS). All individuals receive a tax identification number (TIN) from this platform, and you'll need it to file employees' income taxes.

Individuals also have national insurance cards that include ID numbers. When you hire a new employee, you'll submit an application to the NIS with this number. Upon approval, you can submit contributions from every paycheck, so new hires can receive public insurance benefits.

Employment Compliance

As an employer, it's your responsibility to adhere to all the country's employment laws. Your contract should factor in these regulations, from minimum wage to required benefits.

In early 2020, the nation passed an employment act to prevent discrimination in the workplace. These anti-discrimination laws make it unlawful for you to disadvantage, prefer, or restrict someone based on a range of identifying characteristics. You may not discriminate based on traits such as:

- Sex.
- Race.
- Political opinion.
- Medical condition.
- Sexual orientation.
- Disability.
- Maternity.
- Age.
- Any physical features.
- Creed.

This act refers to all areas of employment, from job descriptions to behavior on the job. Make sure to avoid any questions regarding these qualities in your interview process to ensure you are not discriminating against a candidate.

Onboarding Employees

The onboarding process is your way of acclimating employees to their new job and ensuring they feel comfortable with their responsibilities. As an international employer, you may choose to fly to Barbados during your employees' first weeks to help them adjust.

During this time, you can review employment contracts to clarify any terms and establish a workplace code of conduct. This document should provide clear expectations for behavior, so

everyone treats others properly and with respect.

Training programs are a crucial aspect of onboarding. It's best to design a training program that encompasses the difficulties of the job. Sometimes these are day-long programs where workers review the fundamental processes involved with the position. Other times, they're a week or more, giving employees the chance to learn software programs and practice daily operations.

Identify the vital parts of your positions and design training programs according to your expectations and employees' skill sets.

The Benefits of Hiring Outsourcing

When you outsource the tasks involved in hiring and recruiting workers in Barbados to Globalization Partners, you can experience extensive benefits that support your company's international success. Our Employer of Record model allows you to hand a significant portion of your hiring responsibilities to us. When you work with us, you can take advantage of:

- Extensive country knowledge. Our team consists of experts in over 180 countries. We know where to look for talent and understand what employees expect from employers in every country. We'll help you develop a team to encourage company growth.
- Mitigated risk. We'll hire your employees through our subsidiary, making us responsible for all employment compliance while the employee works for you. You can rest easy knowing legal concerns are on our shoulders instead of yours.
- Easy onboarding. With our legal expertise and country knowledge, we'll find talent for your team without overextending your resources. You can create seamless employee introductions, and our HR team will guide you through any problems.
- Cost-effective solutions. Our experienced team of lawyers and HR experts can hire employees correctly and efficiently. With mitigated risk, you save money in more ways than one.

Work With Globalization Partners for Barbados Hiring Outsourcing Services

An international expansion is an exciting step for any company, and Globalization Partners

helps you streamline the process. [Reach out to our team](#) today to learn more about our global PEO services.