

When you run a company, your recruiting and hiring practices can help you find the talent your company needs to succeed. Your international recruiting and hiring practices offer the same advantages but come with a new set of challenges. Globalization Partners simplifies international recruitment with hiring outsourcing services in Belize.

## The Recruitment Process in Belize

The country's labor laws include regulations on recruiting in specific circumstances. These regulations do not apply if:

- You have 20 or fewer employees.
- You are recruiting within 10 miles of your company's location.
- You are hiring domestic workers.

If you do not fit into one of the above categories, you need to obtain a recruitment license from the Office of the Labor Commissioner. The office grants annual licenses as it sees fit.

Once you're ready to start the recruitment process, identify the vacancies you need to fill and write a description for each. These descriptions should include a summary of daily tasks, required education or skills, and information on your company. To find candidates, you can post these descriptions in various locations.

Creating a recruitment plan can also keep your processes consistent for every candidate. Your plan should include where you'll advertise your vacancies and conduct interviews and the questions you'll ask candidates. When you receive responses to your job postings, follow your plan to find new employees.

## Where to Find Talent

Your vacancy advertising strategy has a significant impact on your recruitment process, so you should post your open positions in a few places. You can advertise vacancies on job sites local to the area, such as Belmopan Belize. Amandala is a popular newspaper in the country

that offers a classifieds section for posting job openings.

Your strategy may also include advertising on social media. With a few different posting areas, you can reach different audiences and find talent that aligns with your positions' needs.

## **How to Hire Employees**

The first step in the hiring process is creating your employment contract. While the country's labor laws allow verbal agreements, it's wise to write out your terms to make them clear. Your contract should include information such as the nature of employment, wages, termination policies, and benefits included with the position.

You also must obtain your employees' tax numbers and social security numbers. You need these IDs to file income taxes and make contributions to the social security fund. You can also request bank account information to set up direct deposit.

## **Employment Compliance**

As an employer, you're responsible for meeting the country's labor laws in your employment practices. These laws include wage regulations, required benefits, and recruitment practices. When you draft your employment contract, include all the necessary minimum requirements in your terms to stay compliant.

The country also places importance on employee representation. For example, you cannot deny employees the right to join a trade union. If a job candidate is a member of a trade union, you are not permitted to deny them a job or discriminate against them in the workplace for this reason.

Another aspect of employment compliance is employee registration. While registering workers is not a requirement, the Office of the Labor Commissioner may require it in certain industries. If the office decides registration is necessary, it will publish an order in the Official

Gazette.

## **Onboarding Your Employees**

When you complete the recruiting and hiring processes, you need to establish an onboarding plan. Onboarding helps your new employees adjust to their work environment and familiarizes them with their daily tasks.

Often, employers use this time to review the employment contract. Depending on when your new employee signed their agreement, they may not remember all the terms. As an international employer, you may want to fly into the country to go over these requirements. Meeting your employees in person can also show that you care about their comfort in their new job.

Another valuable step to take during onboarding is creating a code of conduct. These rules set clear expectations for workplace behaviors and ensure your employees respect your property and each other. Your employees should sign this code to make it a binding agreement.

An essential aspect of onboarding is your training process. These procedures may include a day of reviewing basic processes such as clocking in and cleaning. Training programs can also extend a week or two to teach employees how to use machines and software.

To create a comprehensive training program, you want to consider the job's difficulty and your employees' skill levels. What responsibilities are unique to your company, and what tasks are standard in the field? The better your training program is, the better your employees will perform on the job.

## **The Benefits of Hiring Outsourcing in Belize**

When you find the right talent for your company, the outcome is rewarding. You've experienced the benefits of a dedicated team at home, and they've given you the ability to

expand internationally. Recruiting and hiring in other countries can also be gratifying. However, you have to consider physical distance, language barriers, and different expectations for the professional world.

Globalization Partners offers hiring outsourcing services to simplify the recruitment process abroad. With our Employer of Record model, we make it easy to develop a talented international team. With us, you have access to:

- International expertise. Our team has legal and cultural knowledge of over 180 countries, allowing us to offer hiring guidance in any country you expand to. With more targeted approaches, you can find talented individuals who fit your company's vision.
- Efficient onboarding. Our HR professionals guide you through the onboarding process to ensure everything runs smoothly, and we can hire your employees in a few days. If you encounter issues with a new employee, we help you through the dispute.
- Mitigated risk. With your employees on our payroll, we take on all the associated legal risks. You won't be liable for any compliance concerns, and our lawyers ensure employment practices meet the country's laws.

With the benefits of mitigated risk and a team of legal and HR experts on your side, Globalization Partners is your source for international hiring. We also help you start your international company much sooner than you could on your own.

### **Choose Globalization Partners for Hiring Outsourcing**

Your international company needs a talented team to support your goals. Instead of recruiting workers in Belize on your own, trust the team at Globalization Partners. We streamline the hiring process and help you start your expansion right away. [Reach out to us today](#) to learn more.