

Expanding in a new country means finding talented employees that support your company vision. While this process requires knowledge of the business culture, you also have to consider the legal concerns of the hiring process. Globalization Partners offers hiring outsourcing to help you stay compliant while finding the best talent for the job.

Recruiting in Guyana

The first step in the recruitment process is creating a position description. You'll want to consider various aspects of the job, from the required experience and education to an overview of daily tasks. Once you create your description, you can post it in different places to receive applicants.

One of the best ways to handle the recruitment process is to develop a plan. Consider where you plan to post your open positions, how you'll conduct interviews, and what qualities you want from the candidate you choose.

After reviewing your applicants, you can identify the candidates you'd like to interview. It's helpful to create questions that will help you understand the candidate and how they might fit in the position and the company. The interviews will help you decide the best person for the job, and from there, you can move into the hiring process.

How to Hire Guyana Employees

Your hiring process should start with an employment contract. While employment laws allow for oral or written agreements, you may want to stick with a written contract as an international employer. You can outline the employment terms in this document, including wages, hours, and grounds for dismissal.

Once you create and sign an employment contract with your new employee, you need to get their tax information and register them with the National Insurance Scheme (NIS). As an employer, you're responsible for deducting taxes from employee paychecks, so you'll need

their tax identification number (TIN) for filing their return.

Employees may already be registered with the NIS from another job, but they need to complete a new form when starting work with a new employer. While you could ask a worker to manage this step themselves, it's helpful to present them with the documentation during the hiring process to ensure they complete the process.

Employment Laws

The Prevention of Discrimination Act ensures employers cannot discriminate against employees for identity factors, like:

- Sex
- Religion
- Ethnic background
- Race
- Marital status
- Economic status
- Political opinion
- Disability

This anti-discrimination policy holds true in the application and interview process, defining the employment terms, and all other business matters like promotion, training, and dismissal.

Another notable employment law is the right to trade unions and collective agreements. As an employer, you cannot limit a worker's ability to join a union or let their status within a union affect their position. You may enter collective agreements with your employees, and you must send new arrangements to the Minister of Labor.

Before a trade union can initiate a collective agreement, they must earn a certificate of recognition to bargain. From there, you and your employees can begin term negotiations.

Onboarding Employees

Once you've completed the hiring process, you should consider your onboarding plan. This stage in the employment process is the best way to make your employees feel comfortable and confident in their new positions.

As an international employer, you may want to consider flying into the office for your employees' first week. During your visit, you can review employment contracts with workers and communicate a workplace code of conduct. These practices ensure your employees understand your expectations.

You may want to think about designing a training program for the onboarding process. This program will vary based on your industry and the work your employees will be responsible for. It could involve a day of job review, or it might be a week of guidance. Consider factors like the difficulty of the job and the experience of your workers.

The Benefits of Hiring Outsourcing

When you're an international employer, the recruitment and hiring process can be challenging. You may not have time to spend overseas tracking down talent. Globalization Partners is your resource for hiring outsourcing. Our leaders in HR make comprehensive recruitment plans, and we know where to look for candidates that match your job description.

With resources in over 180 countries and a range of HR experts, we can help you onboard your employees in days.

Work With Globalization Partners for Hiring Outsourcing

When you start an international company, you want a talented team you can trust. Globalization Partners will help you find excellent candidates for your open positions and get them on our payroll in record time. Want to learn more about our global PEO services? [Talk to our team](#) today.