

The success of your global expansion may come down to finding the right talent in a new country. You'll need to start by sourcing qualified candidates and effectively recruiting, hiring, and onboarding your new team. These processes include much more than advertising your open positions in the right places. You'll need to follow legal employment laws, including creating proper contracts and offering compliant benefits.

If that sounds like a lot to handle on your own, Globalization Partners can help. We're experts in Micronesian employment and can take care of every detail of your hiring processes quickly and smoothly. With our global PEO services, you can quickly start working in a new country.

The Recruitment Process in Micronesia

Micronesia's booming tourism industry has led to an influx of new jobs and varied in-demand skill sets. However, even with a growing service industry across the islands, the unemployment rate remains high. This has created a competitive job market where companies such as yours can provide vital employment opportunities.

As a result, the positions you advertise will likely be met with high response rates. If you are handling your recruitment internally, you'll want to ensure that you have adequate HR resources and personnel on hand to manage the application process.

Before publicly advertising your open positions, create a job description that clearly explains the nature of the position and what you are looking for in any prospective hire. Once you have completed your job description, carefully consider where to post it. For the best results, try advertising your open position in various places, including digital job sites and print newspapers. If you have any local connections, you might request that they spread your open positions through word of mouth.

Once you've received responses to your job posting, your HR team can begin to identify strong candidates and schedule interviews, along with any skills tests as needed.

How to Find Local Talent

Recruiting Micronesian workers can take place in various ways. Many employers choose to use popular digital job-hunting websites such as CareerJet and Indeed. These tend to garner success among younger workers across the country. You can also place an advertisement in the job section of newspapers, such as the Kaselehlie Press.

How to Hire Micronesian Employees

Once you've completed the recruitment process, you should have a qualified candidate to hire. You'll need to write an employment contract, which you and your new employee will both sign to make the employment relationship official. Your employment contract should include agreed-upon details about the position, including the salary, working hours, nature of the position, and an end date if it is a fixed-term contract.

Employment Compliance

It's vital to be aware of the country's discrimination laws to remain legally compliant throughout the recruiting process. The Constitution expressly prohibits employers from discriminating against candidates based on gender, race, and religion. The country's labor laws include the same regulations and provide protection for persons with disabilities. Keep these factors in mind throughout the hiring and onboarding processes, including during the interview phase. You cannot ask questions that would exclude certain candidates based on these factors.

The Onboarding Process

Once you have successfully recruited and hired your new team members, it's time to begin onboarding them. This process is a vital part of helping employees feel comfortable and connected to your company culture. Your onboarding process should also include an extensive training program to ensure all employees are familiar with your company's hardware and software, as well as any specific job-related capabilities they'll need.

In addition, build in some time to acquaint your employees with your company's values and expectations. This will ensure everybody is on the same page in regards to your workplace code of conduct and expected behaviors.

Finally, any onboarding practices should leave room for your employee to feel heard. Encourage them to ask questions, raise concerns, and express any cultural norms and nuances that may shape their working experiences. A thoughtful onboarding process will position both your employees and your entire overseas company for success.

The Benefits of Hiring Outsourcing in Micronesia

There are many reasons why companies turn to hiring outsourcing services when expanding globally. Finding and hiring talent takes a substantial amount of time, effort, and resources. This can be a challenge for many companies, particularly if you are not yet established in your country of interest. Working with a global PEO, such as Globalization Partners, helps to eliminate these challenges and ensure you can confidently meet your goals.

Using our global Employer of Record model, you can outsource your recruiting and hiring needs to our capable hands. We have seasoned HR and legal experts in-country ready to recruit, hire, and onboard qualified candidates in a legally compliant manner. Because new employees will be officially hired under our subsidiary, you will not take on any liability.

This process offers many incredible benefits, including:

- **Effective recruitment.** We have the resources and in-country expertise to recruit qualified candidates quickly. Our vast network and HR personnel can manage every step of the sourcing, recruiting, hiring, and onboarding stages with expertise. We'll ensure that every candidate meets your needs, expectations, and values.
- **Legally compliant hiring.** One of the greatest challenges of a global expansion is legal compliance. When you partner with us, you won't have to worry about meeting complex overseas employment regulations. We'll take full liability for your in-country employees and be responsible for managing lawful employment contracts, compensation, benefits, and payroll.

- Fast recruitment and hiring processes. When you're expanding into a new country, you want to get off the ground and running as quickly as possible. Our global PEO services allow you to do just that. Instead of establishing your own subsidiary and waiting to hire employees, we'll manage the hiring as an Employer of Record in-country. This means you can put your fresh local talent to work building your company right away.

Contact Globalization Partners for Help With Your Overseas Expansion

Your global expansion can shape the way your company operates moving forward. Are you ready to experience newfound levels of success? Globalization Partners can support your endeavor every step of the way. From sourcing and recruiting to hiring and onboarding, we will help bring unmatched talent to your team. While we focus on ensuring complete compliance, you can focus on building your company on an international scale.

[Reach out to Globalization Partners](#) today to learn more about our global PEO services.