

If you're considering recruiting Timor-Leste workers to support your expansion, Globalization Partners can provide trusted resources and services to assist you in the process. We understand that hiring capable, highly qualified candidates is a priority for your business, and we've compiled some resources to help you gain insights into recruiting in the region.

Discover the primary considerations you'll need to remember for how to hire Timor-Leste employees. We'll also help you understand how we can streamline the process for you and help you navigate complex regulations seamlessly. Whatever your business goals may be, you can trust us to help you bring the brightest people to your company's team.

Recruiting in Timor-Leste

Many aspects of the hiring process are similar no matter where you go, but you'll want to keep a few things in mind as you navigate new cultures. With one of the world's largest youth populations, Timor-Leste has a burgeoning workforce of new professionals looking for work. Your company can gain an advantage by offering a trusted workplace with the benefits potential candidates want.

As your Employer of Record (EOR) for international business, we have established entities in over 180 countries and can help you rapidly establish your presence in the market. With our services, you can start recruiting in days instead of months.

When you work with us as your EOR, you'll be able to promptly reach out to top talent and access promising individuals faster. We'll help you understand best practices for recruiting in the country and what prospects want to see from a potential employer.

The Recruitment Process in Timor-Leste

Since some qualified candidates may not have internet access, it's best to advertise positions through more traditional methods, such as newspapers and local radio. Of course, your company can and should post job openings online as well to ensure you reach the widest

audience.

Local official media may be the best option for reaching potential candidates, so contact them about advertising your vacancies. Because national job boards and professional organizations are limited in Timor-Leste, personal connections and local partners are also invaluable in your talent search.

With a comprehensive understanding of local government business regulations, you can develop a consistent recruitment plan for each position you need to fill. Follow these key steps to move forward with the recruitment process:

- Prepare a detailed job description for each of your company's open positions.
- Advertise in local media for qualified candidates.
- Choose an appropriate location for interviewing applicants.
- Develop a list of questions to discuss with candidates.
- Plan your process for making decisions about interviewees.

As you prepare descriptions for vacancies, make sure you include information on the qualifications you're looking for, daily responsibilities of the role, and your company's values and mission. Ensure that potential candidates have all the details they need to understand what you're looking for in an applicant.

Employment Laws

Once you've selected a candidate to fill a position in your company, it's essential to address compliance with labor laws for hiring. The 2012 Labour Code stipulates that employers must finalize a contract in writing. This contract should outline a range of information, including the employee's position, workplace, remuneration, working hours, and occupational category.

Consider legal requirements such as minimum wage, limitations on working hours, and options for vacation and sick leave. You'll want to incorporate these provisions into your contract to ensure compliance.

As you move forward with employment, you'll also be responsible for deducting income taxes from your employees' wages. You must register your company and each of your employees for the country's Social Security program. When you meet with new hires to sign employment contracts, you can ask them for the information you need to do so. You are also obligated to cover monthly Social Security payments to the Revenue Service of Timor-Leste.

Onboarding Processes

As you move into onboarding, make the most of the opportunity to introduce your new employees to the workplace. Ensuring they feel welcome and adjusted to the work environment is critical to helping them reach their potential as an employee.

It may be helpful to have an interpreter present throughout the onboarding process to ensure efficient, clear communication in the event of any language barriers. Throughout the onboarding process, strive to engage with new employees on a personal level and build rapport with them. Provide the resources and knowledge they need to prepare for their role in the company.

You might provide a tour of your regional facility to help new employees see where they'll be working. Then, review the contract terms with them and make any necessary clarifications. The onboarding process is also an excellent time to establish ethics and behavior standards for the workplace and answer any questions.

A critical part of onboarding is training new employees to:

- Effectively understand their role requirements
- Adapt to company protocols
- Use technical programs

From being able to implement the most efficient workflow to using software and computers at your company's facility, new employees will need a foundational understanding of these requirements. Creating a strategic onboarding plan to orient them and help them learn your

procedures will optimize their work as they start their new roles.

Benefits of Outsourcing Hiring in Timor-Leste

Expanding your business internationally offers many rewards. At Globalization Partners, we're here to help facilitate growth for your company. Timor-Leste hiring outsourcing offers a wide range of advantages for your enterprise:

- **Fast hiring:** Our established entities can streamline the recruiting and hiring process so you can onboard top talent for your company faster and more efficiently.
- **Mitigated risk:** As your Employer of Record, we'll take on all legal risks and liabilities associated with recruiting and employing Timor-Leste workers. With our team on your side, you can confidently and efficiently handle your requirements in the region.
- **Local expertise:** We already have an established presence in Timor-Leste, and we're familiar with the local laws as well as cultural nuances. Our trusted services ensure full compliance with employment regulations.
- **Optimized benefits packages:** Putting together benefits that meet legal and market standards, offer competitive advantages to attract talent, and manage your budget limitations can be complicated. Globalization Partners will create competitive benefits packages that work with local standards and your requirements so you can appeal to top candidates for your company's open positions.

Expand to Timor-Leste With Globalization Partners

Our team offers the expertise and local insight you need to understand legal obligations, compliance requirements, and recruiting and hiring best practices in Timor Leste. We understand the complexities of recruiting, hiring and onboarding, and we also have an in-depth understanding of those challenges in light of local expectations and standards. Our EOR services let you focus on growing your business internationally without the risks. [Reach out to us](#) to learn more.