Hiring without barriers: Tools for efficient global recruitment

Masterclass handout

Masterclass structure

01   **Strategic advantages of global hiring**

02   **Legal and compliance challenges**

03   **Real-life examples**

04   **How to build and manage global teams**

05   **Top takeaways**

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About the expert

Anastasia Pshegodskaya is the Director of Talent Acquisition at Remote, a global hiring solution for distributed teams. Prior to Remote, she built from scratch — and led — global sourcing at GitLab, and drove recruiting initiatives at Uber and Dell.

In this masterclass, Anastasia will provide strategic insights and practical tools to help you unlock the full potential of your global workforce while maintaining compliance, inclusion, and innovation.

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Why hire globally?

Hiring internationally isn't just a trend — it's a strategic advantage.

1. Broader talent pool

74% of businesses say that finding the right talent is their biggest challenge. Global hiring helps you with this problem.

2. Long-term financial impact

Many employers prioritise cost-efficient locations as part of their TA strategy, allowing them to reinvest in growth.

3. Diversity drives innovation

Global teams might use strategies that resonate with audiences in various regions, giving your company a competitive edge.

4. Local expertise

Local employees bring invaluable insights into consumer behavior, cultural nuances, and regulatory environments.

5. Follow-the-sun support model

With team members across time zones, your business can provide round-the-clock support to customers.

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Key legal and compliance considerations

There's a lot to consider. Joining forces with a global HR partner can help.

1. Work visas & immigration

Each country has unique visa categories, eligibility criteria, and processing times.

Make sure you finish right-to-work checks to confirm you can hire employees located overseas to avoid fines, deportation, and reputation damage.

2. Employment laws

These vary across countries and cover everything from contract terms to termination policies.

Tip: Bear in mind anti-discrimination laws. In some countries, asking about things like salary history during the hiring process is illegal.

3. Tax regulations

Determine whether the employee or the company is liable for income taxes and payroll taxes, and in which jurisdiction.

Misclassifying an employee as a contractor to simplify taxes could lead to audits and penalties.

4. Data protection

Consider cross-border data transfers and ensure your HR systems are compliant with the relevant privacy laws.

You also need to stay compliant with local data privacy laws like the GDPR on how you collect, store, and process personal data.

5. Social security & benefits

Some countries mandate employer contributions to pension schemes, healthcare, or unemployment insurance.

Prepare a competitive benefits package to attract top talent and avoid financial surprises.

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How Remote builds global teams

Remote employs 2,000 team members based in 85+ countries. Here are Anastasia's two pro tips to ensure inclusive, compliant hiring practices that attract great talent:

1. Build a structured hiring process

How Remote fights bias and focuses on skills:
- They use competency-based hiring, and stopped requiring years of experience in their job postings.
- They ensure every search has a clearly outlined interview structure.
- They ensure every interviewer is clear on the area they are assessing.
- They have an extensive interview training program, focused on specific roles in the hiring process.
- They conduct unconscious bias training with regular refreshers.

2. Ensure comprehensive onboarding

How Remote sets new hires up for success
- They require all team members to go through a five-day onboarding programme.
- Each day is focused on a specific theme (such as setting up tools or socialising).
- Employees learn how the company operates and get comfortable within the ecosystem.
- The programme is self-guided and interactive, embracing async communication.
- They set clear expectations for when to log off, establishing a healthy work-life balance.
- Each new hire gets a buddy outside their team.

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Bringing remote team members together

Strategy 1: Asynchronous communication

Strong communication is particularly crucial when team members are scattered across continents. If your team members are working across timezones, you need to ensure that business operations don't stop while someone is offline.

Instead of relying solely on live meetings and real-time communication, structure your projects around:

- Shared documents
- Detailed task briefs
- Written updates
- Voice/video updates for spoken communication

Define norms around response times and when to escalate issues to live discussions:

- For urgent matters: use real-time message and conference tools.
- For less time-sensitive updates: go async.
- Use collaboration tools to help keep projects organised.

Pro tip: Communication is hard to train. Hire talent with a strong sense of ownership who can collaborate asynchronously.

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Bringing remote team members together

Strategy 2: Adopt a remote-first culture

A remote-first culture isn't just about flexibility; it's about designing systems that ensure every team member feels included, valued, and equipped to contribute.

Make everyone feel connected:

- Schedule company-wide meetings at equitable times or rotate time zones.
- Invest in manager training to combat proximity bias.
- Implement structured performance reviews that focus on results, not visibility.

As a leader, it's on you to set an example:

- Make team members feel supported regardless of where they are located.
- Set aside time to engage with team members in different time zones.
- Make it clear that productivity is based on performance and not response time.

Building a cohesive global team is not just about bridging distances — it's about creating an environment where every team member feels valued and connected.

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Remember these things

Global hiring is a competitive edge	You gain a diverse talent pool, local expertise, and cost efficiencies... but remember the legal and compliance requirements!
Hire for competencies and communication	Hire candidates with the hard skills required for the role and strong communication skills to be successful in a global setting.
Onboard effectively and swiftly	Set up a self-guided and asynchronous program. Assign a buddy to new hires so they feel connected and supported.

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