

Global Employment Connections



“Your Link to Global Workplace Information”

FLO’s New Family Member Employment Initiative: Global Employment Strategy

The Family Liaison Office has launched a ground breaking new employment initiative, the Global Employment Strategy--a program with the goal of connecting spouses of overseas employees to employment opportunities with multinational companies and NGOs. Two Global Employment Advisors are currently developing the program, building a network of potential employers, identifying job vacancies, and offering networking assistance to match spouses with job leads. In this issue, we share



information on what the program is, how it works, and what you need to know if you would like to participate.

Inside this issue:

Global Employment Strategy FAQs	2
Talking Points for Global Spouses	3
Going Global Country Career Guides and Key Employer Directory	4

Jobs range from entry-level through senior-level positions. The program is geared toward spouses who already have careers in specified areas and who want to continue them as they move from post to post.

Frequently Asked Questions About GES

Q. What is the Global Employment Strategy and how does it work?

The Global Employment Strategy seeks to increase spousal employment opportunities by establishing a global network of potential employers from multinational organizations and NGOs. Two Global Employment Advisors, or GEAs, are building a network by working with prospective employers at the headquarters level. They are targeting selected organizations to identify vacancies and will provide employers with resumes or CVs of qualified spouses.

Q. Is this a program for State spouses only?

No. At the pilot stage, the Global Employment Strategy services are available to spouses of all U.S. government employees under Chief of Mission authority.

Q. What level of jobs are available? Are these entry-level positions?

Jobs range from entry-level through senior-level positions. The program is geared toward spouses who already have careers in specified areas and who want to continue them as they move from post to post.

Q. What can the Global Employment Advisors (GEAs) do for me?

(GES FAQs, continued on page 2)



Global Employment Strategy FAQs

(GES FAQs, Continued from page 1)

The Global Employment Advisors will look at your resume and will then match your skills and experience with the needs of the multinationals or NGOs. If a match does not exist based on the contacts at that time, the GEAs will identify other potential employers. Once a match is identified, the GEAs will exchange contact information between you and the prospective employer and will continue to advise you throughout the screening process.



Q. What happens if I receive a job offer?

If you receive a job offer you want to accept, you will need to notify your post of your intention to take a job on the local economy. You will then want to work with the Human Resources Officer in your embassy or consulate to obtain a work permit to legally work within your host country.

Q. Is a bilateral work agreement or de facto work arrangement required before I would be able to work locally? What if neither of these exists in my host country?

It is far easier to obtain a work permit in countries where either a bilateral work agreement or defacto work arrangement is in place. At present, the GES program is targeting these countries and a complete list can be found at <http://www.state.gov/m/dghr/flo/rsracs/pubs/16261.htm>

If there is no bilateral work agreement or de facto work arrangement with your host country, obtaining a work permit is possible, but can be a complicated, time-consuming process. In such cases, you will want to work closely with your post to determine if working locally is feasible or even

possible.

Q. If I am interested in participating in the program, where do I start?

E-mail your resume to the Global Employment Advisors and give them information about your career goals and type of work that interests you.

Q. What if I need more information? Who are the Global Employment Advisors and how do I contact them?

Contact
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<http://hrweb.hr.state.gov/flo/index.html>

Do you have questions, comments, ideas?

Share your story and we'll share it with other spouses!

E-mail Melissa Hess, Editor
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Talking Points for Global Spouses

by Andrew Furlow, FLO Intern

Working for an NGO or multinational corporation located in your host country may be a good option for you, but did you know that you are a good match for local employers, too? Here are some talking points you can use during job interviews to explain why:

“I’ll already be there.”

Corporations and organizations looking to staff an overseas office with Americans have to spend sizable amounts of money on relocation of those employees and their families. Remind employers of the savings they’ll see by choosing someone who will be in country anyway.

“I have work permit authority.”

You are already eligible to work on the local economy in many places by virtue of the bilateral work agreements or de facto work arrangements that the U.S. has with approximately 150 countries. Your ability to easily obtain a work permit provides a significant incentive to employers to choose you over other expatriates who do not have work permit authority.

“I have lived and worked abroad and am comfortable living in a new culture.”

Because of your experience as an American living abroad, you understand the difficulties and pleasures of living in a foreign country. Hav-

ing the ability to function effectively in a new culture is essential to the success of multinational organizations’ work and a highly desirable trait for expatriate employees to have.

“I can provide skills and knowledge transfer.”

Organizations benefit when you share your American expertise to train a local workforce to develop additional knowledge and new skills.

“I can provide continuity.”

The Foreign Service lifestyle enables you to be globally mobile and provides an opportunity to continue working with your company in other locations with no relocation costs. If your employer has operations in other countries, you may be able to continue working for the same company in your next overseas assignment—either on the ground or in a telework arrangement.

Organizations benefit when you share your American expertise to train a local workforce to develop additional knowledge and new skills.



JOB SEARCH ASSISTANCE WEB TOOL

- ◆ Looking for information on companies that are hiring in your country?
- ◆ Want to know about current salary ranges?
- ◆ Maybe you just want to get ideas of occupations that might interest you.

Check out the
SNAP Job Search Assistance Web Tool
You can link to it through
<http://www.state.gov/m/dghr/flo/9888.htm>



Going Global Country Career Guides and Global Key Employer Directory

The Family Liaison Office is pleased to offer you, the Foreign Service spouse, free access to **Going Global's Country Career Guides** and the **Global Key Employer Directory**. **Going Global** is the leading provider of country specific career and employment information. These valuable resources will assist you with your international job search.

The **Going Global Country Career Guides** contain more than 10,000 resources for finding employment at home and abroad. Each of the 23 countries featured contains insider tips and professional advice on such topics as employment trends, salary ranges, job search sources, networking groups, resume/CV writing guidelines and work permit/visa regulations.

The **Global Key Employer Directory** features more than 25,000 listings of the largest companies in the world, including 5,000 U.S. listings. The Directory specifically targets companies where professional opportunities are more likely to be available. Industry sectors include consumer goods, consulting services, finance, information technology and more.

Important features of both resources include:

- More than 35,000 country-specific career and employment resources.
- Unlimited access available from any computer in the world.
- Created for international job seekers of all nationalities.
- Content can be "bookmarked" and customized with your own comments.

If you haven't had a chance to check out the **Going Global** resources, start now! To begin using **Going Global's Country Career Guides** and **Global Key Employer Directory** you must first create your unique username and password via State's **Intranet** at <http://hrweb.hr.state.gov/flo/employment/goingglobal.html>.

Once you have created your username and password, you may log-in from your home computer by going to <http://online.goingglobal.com>. You are now ready to access the wealth of employment resources offered by **Going Global!**



NOTICE TO ALL GOING GLOBAL REGISTERED USERS:

If you registered for a Username/Password in 2004, you will need to register again for continued access to the new platform.

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