



Global Employment Connections



“Your Link to Global Workplace Information”

Couples Maintaining Global Careers



but are we meeting their families' needs so the employees will remain with us?

Given that both public and private sectors are experiencing similar challenges, the State Department recently held a dialogue to share best practices and constraints with participants from thirty-five multinational and NGO's. Attendees agreed that public-private partnerships would enhance professional opportunities for our spouses abroad such as well-coordinated public sector-private sector tandem career couples.

Does this type of tandem work on the ground? What is the experience to date? We asked our Local Employment Advisors and colleagues. In this issue we share what has worked, and what has not. Our findings? Networking is key to success and our LEA's lead the pack with their outreach approach.

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Welcome to Global Employment Connections, the newsletter with a practical focus on job-hunting in the global workplace.

In the Department of State we often say we hire an employee but we retain a family. With our stringent recruitment policies we are identifying and hiring the right people,

Success and Challenges for Both Careers

LEAs Report on the Mobile Career Couple

Chris Marshall, part of a Public/Private Tandem in India reports, “I am working for a U.S. based multinational corporation. The company specializes in technology and has a tradition of leveraging technology to drive productivity. My wife, Corina and I have been fortunate in our respective careers because we have clearly focused on getting assignments in the same country and planned as well as we could to make this happen. This has been challenging. I have been able to work out of branch offices in Dulles Virginia, Seoul Korea, and now New Delhi India in order to

support the needs of the State Department when making my wife's assignments.”

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(MOBILE CAREERS, continued on page 2)

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My Career/Your Career...

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(MOBILE CAREERS, Continued from page 1)

In the best of situations, it takes flexibility and a willingness to compromise. Some couples become tandems due to opportunities discovered while at post. For example, Northrop Grumman found State Department spouses perfectly suited to their international business in Mozambique. Foreign Service spouses, Julio Garcia-Cruz and Dorota Joanna Hall bring extensive logistical, international sales and marketing experience to the Maputo Grumman team. Elisa Kay Edgington, a Cryptologic linguist and Intelligence Analyst specializing in Persian-Farsi, completed her assignment with the same team and is reviewing future Grumman placements to complement her husband's next post.

Still others may evolve into a private/public tandem due to connections made through SNAP. Maria A. French, our Local Employment Advisor in Mexico City, provides the following example: “We recently placed a client with strong IT skills and experience with Microsoft Mexico. Because this client was placed in a high salaried position, circa 100K, the placement process involved numerous meetings with Microsoft, and later more meetings between the client and Microsoft before a final job offer was made and accepted.”

“Another client was recently interviewed by Pfizer and is seriously being considered for a brand management position. The challenge—there are some doubts about hiring this client, as he only has another 18 months left in Mexico. Unfortunately extension of his tour in Mexico is not likely as this is their first assignment overseas. This is an area of concern expressed by companies, since they have to invest money and time in training new people.”

John Szramiak, our LEA in Brussels, shares his own experience. “From a personal point of view, prior to arriving in Belgium, I was also part of a private/public sector tandem. I was with Proctor & Gamble having been hired away from another company while in Korea. I was responsible for the U.S. Military market in the Far East. The reason that I resigned from P & G is that they were inflexible when it came to matching an assignment for me with my wife's. We did discuss some possibilities. In the end it felt that it was so out of the norm for P&G that they had no way to take into account my situation. Had there been some structure or organization plan in place on how to handle situations like mine, things might have been different. The division I worked for did offer me several positions in the states; close enough for my wife to have taken a position in D.C. However, FCS did not have anything for her in Washington. Alas we are here.”

John points out that in the late 1990's and early 2000, there were a number of public/private tandems. Around the same time, a major downsizing began in multi-national expat employees worldwide. This is born out by multi-nationals who recently visited with State. An HR officer from Anheuser Busch said, “We have a difficult time finding employees who are willing to go overseas with their families for more than five years, total. Two to three year assignments are more the norm. We have shifted to using more and more well-educated, local staff. As part of upward mobility for our headquarter management staff, it is advantageous to do one overseas assignment but more than that is no longer required, no longer necessary.”



Dual Careers or Dueling Careers?

Sharri Whiting shares the perspective from the private sector

Picture a couple in their mid-thirties. They live in a large metropolitan area, perhaps London, Dallas, Paris, Singapore. They have advanced degrees, which have enabled them to move forward in challenging careers. Their prospects for future professional advancement are excellent. At the moment, they are discussing buying a larger house, where to go on next summer's adventure trek, and if they should choose HDTV or EDTV.

On an average workday morning, one of them is called into the office of a senior executive. An offer is made for a managerial position running a big piece of business. It's a wonderful opportunity, a guarantee of further success in this global corporation. There's a great relocation package, plus a jump in salary and benefits.

The thing is the job is in New Delhi, New York or New South Wales, someplace halfway around the world. A big prize for one of them, but what happens to the career momentum of the other?

This is the issue professionals, technicians, managers, and their spouses have to face as more and more multi-nationals turn local employees into expats. It's not a new problem; in fact, much has been written about the situation of the trailing spouse in the last five years.

There have been tips for job searches, tips for acculturation, suggestions for human resources personnel, for corporations, for consultants. There have been surveys and research and case studies. Let's take a look at what has changed, for better or worse, and which issues are still top of mind with trailing professional spouses.

The Nuts and Bolts

A few years ago, research showed that only about one fourth of companies paid attention to the concerns of the trailing spouse. Today, although companies in Asia still lag

behind somewhat, more organizations heed the fact that the majority of expat assignment failures are family-related. They have learned that the cost savings up front can turn into a costly mistake later if the needs of the trailing spouse are ignored.

Finding a Job

In an effort to improve the job search routine for trailing spouses of expats, eight member companies formed www.partnerjob.com in 2000. Headquartered in Paris, the non-profit organization now has over 40 member companies, with between 170 and 200 openings listed at any one time. Trailing spouses of people employed by many global oil, financial services and manufacturing companies, as well as ten UN agencies, are able to list their CVs on the site, while affiliated recruiters may list their openings.

Expat advisor Jo Parfitt believes networking is the best answer to the trailing spouse's job search. Parfitt, who writes and speaks on the subject, says that 75 percent of all jobs are found by networking. The companies who assist trailing spouses of their employees by providing them with contacts – names, phone numbers, addresses, introductions – are the most successful in making expat assignments work.

According to John Read, Managing Consultant for Hudson Human Capital Solutions in Singapore, it is the American and European multi-nationals who are more likely to recognize the impact the trailing spouse can have on the success of an expat assignment. The idea is coming slowly to Asian companies, who are very cost conscious and whom he hopes will, over the next two to five years, come to the understanding that spousal satisfaction "can make or break relationships and assignments."

The Grey Areas

The psychological implications of dual career

(DUAL CAREERS, continued on page 4)



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.

You can link to it through:

<http://www.state.gov/m/dg/hr/flo/9888.htm>

SNAP



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...The at-home partner may feel bereft of a support system, which is particularly telling during the process of setting up house.*

(DUAL CAREERS, Continued from page 3)
expat moves, like other family moves across the world, cannot be underestimated. Culture shock is a force of nature, which affects everyone in one way or another. When there is no loss or downshift of second career to contend with, there is still the inevitable adjustment into office, home, school and new culture.

A trailing spouse who does not resume a career – whether by choice or not – or establish a new social pattern may develop depression. They watch as husband or wife and children go off to their assigned places everyday, where they spend time with other people and quickly assimilate. The at-home partner may feel bereft of a support system, which is particularly telling during the process of setting up house.

What if the couple is on the fast track, with both career minded? According to Yvonne

McNulty, a former PriceWaterhouseCoopers employee who gave up her job to follow her husband to Chicago from Australia: "I became depressed, emotional and rather demanding. . . .My self esteem was non-existent and my self-confidence completely disappeared." Without her professional identity, McNulty was frustrated and unhappy.

Like some other expat spouses – Robin Pascoe and Jo Parfitt among them – she turned her situation into a professional opportunity. In 2002 she published findings of research conducted for Southern Cross University in Australia that, among other things, revealed the need for corporations to understand that "expatriation is a gains and losses event for the trailing spouse, whose overall assignment success is often dependent upon striking a balance between missed opportunities and new opportunities."

Nancy Roche Morino, MA, a family therapist who counsels English-speaking couples in Rome, suggests that couples talk out the issues surrounding the move before they leave to take the new post. She says such moves "can exacerbate already existing marriage and family problems. Both a marriage and an individual can be broken by failing to discuss the situation and become aware of the effects when support systems are taken away," such as they often are for a trailing spouse who leaves both job and social connections behind.

It's never easy to lose momentum if you're on the fast track, but it's not impossible to keep moving ahead if your partner takes an offer abroad. Take advantage of what the corporation has to offer and insist on help where you need it. Sit down together and discuss the long term and the trade offs. Sure, it's a balancing act, but it doesn't have to be a duel.



*Excerpted with permission from author
Sharri Whiting and ExpaticaHR.*

http://www.expatica.com/source/site_article.asp?channel_id=7&story_id=10544



Job Fairs Open to Spouses and Family Members

The Career Transition Center (CTC) at the Foreign Service Institute in Arlington, Virginia, hosts Job Fairs that are open to spouses and family members. Personal or business travel may find your clients in the Washington, D.C. area during these times; presenting a perfect opportunity to meet potential employers, submit resumes, and widen the job search network. Many of the firms are headquartered in Washington, D.C. area but have international projects and offices. Job Fairs are generally held at the Shultz Center (FSI). A USG employee or retiree ID is required for admittance.

2006 Job Fair Schedule:	March 28, 2006	August 22, 2006	October 25, 2006
Abt Associates Inc.	Eurasia Foundation	Northern Virginia Community College	
Access Systems, Inc.	Geneva Software, Inc.	Pact	
Adecco Government Services	Global Professional Solutions, Inc.	PADCO/AECOM	
American Council on Education	GlobalCorps	PAE Government Services Inc.	
ARD, Inc.	Harlan Lee & Associates LLC	Pinkerton Computer Consultants, Inc.	
ArmorGroup North America	IFES - democracy at large	PRO-telligent LLC.	
AT&T Government Solutions	International Executive Service Corps (IESC)	Raytheon Company	
Battelle	International Resources Group (IRG)	Research Triangle Institute (RTI)	
Bechtel Group of Companies	John Snow, Inc. (JSI)	Sapphire Technologies	
Booz Allen Hamilton	KellyFedSecure	Senior Employment Resources	
Carana Corporation	Lionel Henderson & Company, Inc.	Temporaries Now & Gaskins Search Group	
Casals & Associates, Inc.	Lockheed Martin Corporation	The Services Group (TSG)	
Chemonics International Inc.	Louis Berger Group, Inc.	The Urban Institute	
Chugach Systems Integration, LLC	Lucent Technologies (LTIS)	U.S. Investigations Services	
Computer Sciences Corporation (CSC)	Management Systems International (MSI)	U.S. Peace Corps	
Computer Temporaries, Inc.	ManTech Security Technologies	United Nations Employment & Assistance Unit (IO/S/EA), U.S. Department of State	
Creative Associates International, Inc.	Mary Kay, Inc.	United Airlines	
Creative Information Technology Inc. (CITI)	McNeil Technologies, Inc.	University Research Company, LLC	
Development Alternatives, Inc. (DAI)	Mindbank Consulting Group	Vantage Human Resource Services, Inc.	
Emerging Markets Group	Multilingual Experts	Worldwide Information Network Systems	
ENSCO, Inc.	Northern Virginia Community College	Your Recruiting Company, Inc. (YRCI)	



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