

Global Mobility Strategy Checklist

How to Plan, Apply, and Succeed in an International Career Move



ROLEEDGE

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WHY GLOBAL CAREERS ARE ON THE RISE



In today's interconnected economy, international careers are no longer optional—they're strategic. Whether it's consulting in London, tech in Silicon Valley, or finance in Dubai, global experience is seen as a **differentiator for leadership roles**.

Employers value professionals with international exposure because they bring:

- Cross-cultural adaptability.
- Expanded networks.
- Broader problem-solving perspectives.

The COVID-19 era showed us remote work is possible, but in-person **global rotations, transfers, and relocations** remain a fast track to senior leadership.

👉 **Exercise: Write down 3 countries where you'd like to work. Circle the one that aligns best with your career goals.**



BENEFITS OF INTERNATIONAL EXPERIENCE

Why should you consider moving abroad for work?

- **Career Growth:** International assignments are linked with faster promotions.
- **Financial Benefits:** Salaries in the US, UK, and Middle East often outpace home-country packages.
- **Skill Development:** Exposure to global markets strengthens leadership and problem-solving skills.
- **Personal Growth:** Living abroad builds resilience, adaptability, and cultural awareness.

👉 **Reflection: Beyond salary, which benefit excites you most about a global role?**



STEP 1: CHOOSING THE RIGHT COUNTRY FOR YOUR CAREER



Not every country suits every professional. You must balance opportunity, visa ease, and lifestyle.

- **US:** Great for tech, finance, consulting, but tough visas (H1B).
- **UK:** Strong for consulting and finance; post-study work visas available.
- **Middle East (UAE, KSA, Qatar):** High salaries, tax-free, booming in finance/consulting.
- **Canada:** Easier PR pathways, but salaries lower than US.
- **Singapore:** Asia hub for consulting, banking, supply chain.

👉 **Exercise: Research 1 target country and note its top hiring industries.**



STEP 2: UNDERSTANDING VISA OPTIONS & REQUIREMENTS

Visa rules vary widely. Examples:

- **US H1B:** Lottery system, employer sponsorship.
- **UK Skilled Worker Visa:** Points-based; requires employer license.
- **Canada PR:** Express Entry based on age, education, experience.
- **UAE:** Employer sponsorship, often fast-tracked.

👉 **Worksheet Prompt: Write down visa eligibility for your top country.**



STEP 3: TARGETING INDUSTRIES WITH STRONG GLOBAL HIRING

Global hiring hotspots in 2025:

- **Consulting:** MBB, Big 4, boutique firms.
- **Finance:** IB, VC, asset management.
- **Tech:** Product management, AI, data science.
- **Healthcare:** Biotech, pharma, med-tech.
- **Energy/ESG:** Renewables, sustainability roles.

👉 **Exercise: Match your skills to one industry that is actively hiring globally.**

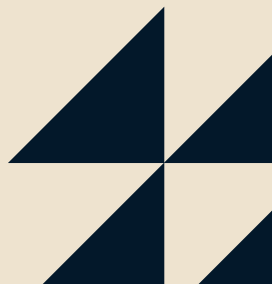


STEP 4: IDENTIFYING TRANSFERABLE SKILLS FOR INTERNATIONAL MARKETS

Employers abroad value skills over location. Transferable skills include:

- Problem-solving & critical thinking.
- Communication in global teams.
- Data analytics & digital fluency.
- Leadership & stakeholder management.

👉 Exercise: Write down 5 transferable skills from your current role.



STEP 5: RESUME & LINKEDIN LOCALIZATION

Your resume for India won't work in the US or UK. Adjust for:

- **Format:** 1 page in the US, 2 in Europe.
- **Content:** Remove photos, marital status.
- **Language:** Use country-specific terminology (e.g., "CPA" vs "Chartered Accountant").

👉 **Exercise: Take your current resume and identify 3 localization edits needed.**



STEP 6: BUILDING A GLOBAL NETWORK

Networking is even more important abroad. Many global roles are filled internally.

- Leverage alumni networks.
- Join LinkedIn groups by geography.
- Attend virtual meetups hosted by target firms.

👉 **Worksheet Prompt:** Write the names of 5 professionals abroad you can reach out to this month.



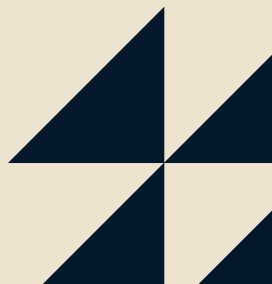
STEP 7: PREPARING FOR CROSS-CULTURAL INTERVIEWS



Interview styles differ by culture:

- US: Direct, numbers-driven, confidence matters.
- UK: Polite, structured, cultural fit tested.
- Middle East: Relationship-focused, emphasis on trust.
- Asia: Hierarchy-sensitive, humility respected.

👉 **Exercise:** Research 1 interview difference in your target country and practice



STEP 8: NEGOTIATING GLOBAL COMPENSATION PACKAGES



Global salaries often sound high, but cost of living, taxes, and relocation costs matter.

- Always ask: “What’s the net take-home?”
- Negotiate housing, relocation, visa fees.
- Check if healthcare is included.

👉 Worksheet Prompt: Compare gross vs net salary for 1 target country.



CASE STUDY: CONSULTING ROLE IN THE UK



Rohit, a Deloitte India consultant, aimed for London. He rewrote his resume to UK standards, reached out to Warwick alumni, and secured interviews. **He negotiated relocation + signing bonus, joining Deloitte UK in 6 months.**

Lesson: Localization + networking = success.

CASE STUDY: FINANCE ROLE IN THE MIDDLE EAST



Aditi, an Indian CA, applied for Dubai-based IB firms. She emphasized transferable skills, built connections on LinkedIn, and used her CFA Level I certification to stand out. She landed an Associate role with a tax-free salary 2.2x her India CTC.

Lesson: Certifications + networking accelerate Middle East pivots.

COMMON MISTAKES & 90-DAY ACTION PLAN



✗ Applying without localization.

✗ Ignoring visa feasibility.

✗ Not building a global network early.

90-Day Plan:

- **Days 1–30:** Research + Resume/LinkedIn localization.
- **Days 31–60:** Build network + apply selectively.
- **Days 61–90:** Prep for interviews + negotiate package.





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