

# Global Mobility Services

Optimizing return on investment during the build-phase



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Optimizing return on investment during the build-phase involves effectively managing costs and ensuring timely completion of tasks.

## Your key questions, challenges and objectives



- Enhance your global organizational capabilities, agility and competitiveness
- Attract talents globally to have access to a broader pool of skills and expertise
- Smooth and fast move of talents to support cross-border business activities
- Flexibility for the business to hire talents from abroad
- Flexibility for your employees to adjust their work location to personal demands
- Confidence that cross border compliance aspects are effectively monitored and managed
- Fair and equal treatment of your employees in terms of compensation and benefits
- Keep your employees safe and compliant together with a great experience while working abroad
- Ensure the well-being of your employees when working cross-border by providing adequate and excellent support

## How we support

- Consulting: Support with your global mobility strategy, operating models and processes, policy design and technology based on industry specific insights and best practices
- Co-/Outsourcing: Our operating model supports the delivery of one integrated and seamless experience for HR/mobility services for all forms of cross border work arrangements; you choose what you can and want to do inhouse
- Compliance: Income tax support; business visa, immigration; social security applications; posted worker registrations, labor law and everything that's needed to support you and your employees with compliance services
- Global reward & equity: Design and execution of global compensation plans, share based compensation and support of correct taxation across borders in the context of special compensation items
- Global payroll & reporting: Setup of required payroll infrastructure, support of payrolls in all aspects of global compensation delivery and taxation up to full management of all global payroll aspects in one integrated and fully technology driven approach

## Examples of relevant credentials



Pre-phase – Site selection and state subsidies

Pre-phase – Other

Build-phase – Core business

Build-phase – Support processes

2018 – 2023

2014 – ongoing

2019 – ongoing

2022 – ongoing

2023 – 2024



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