

# Global Mobility Services

Optimizing return on investment during the build-phase

[Home](#) › [Services](#) › [Greenfield/Brownfield Investments and Market Entries in Germany](#) › [Global Mobility Services](#)

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



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## 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

 <b>Life Science Company</b> End-2-End mobility compliance based on a technology driven operating model 2018 – 2023	 <b>Retail Group</b> Support with new market entries including creation of required compliance infrastructure 2014 – ongoing	 <b>Energy Company</b> Full outsourcing of HR/mobility function to KPMG including coordination of all internal and external stakeholders 2019 – ongoing	 <b>Embassy</b> Integrated payroll support for all German based embassy staff 2022 – ongoing	 <b>Engineering Company</b> Development and implementation of cross border policy including technology-based operations 2023 – 2024
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