

Tufts Global Operations  
 Overview of Hiring Options Abroad

Staffing Option	Recommended Solution	Why?	Who can help?
<b>Affiliating with an established organization in the host country</b> (i.e. foreign university, registered NGO) to perform work and/or employ staff	YES	Host country partner is set up to comply with local laws and accepts administrative burden. If available, this is usually the most cost-effective, expedient, and risk-mitigating solution.	The Office of the Provost can help identify existing MOUs in the country. The Office of Research Administration (ORA) can help identify existing subcontractors in the host country
<b>Employ U.S. based staff with frequent travel to the location</b>	YES	This avoids many of the employment complications if full-time work is not needed abroad and it is a great combination for other identified staffing options. Staff are generally considered U.S. based if they spend more than half their time in the U.S.	Tufts Global Operations can advise on the feasibility and research the pertinent local regulations. Be sure to include funds in your budget for travel and immigration expenses.
<b>Contract with a professional employment organization (PEO)</b>	MAYBE	The PEO is responsible for compliance with local law. It's suitable for non-permanent arrangements (less than 5 years), for few staff demands.	Tufts Global Operations works with two global PEO firms and can coordinate the hiring process.
<b>Hire via Tufts Global, Inc.</b>	MAYBE	Tufts Global, Inc. is a wholly-owned subsidiary of Tufts University that can provide employment and payroll in certain countries	Tufts Global Operations can advise on the feasibility of working through Tufts Global, Inc. and on the process of setting up employment in this way.
<b>Engage as an independent contractor</b>	MAYBE	When assignment is short-term (especially less than 90 days) and independent in nature, this can be a good solution. It is not a good solution for open-ended employment or if the individual is effectively operating as a Tufts employee. Employment Law in host country may further restrict this option.	Tufts Global Operations can determine whether IC status is appropriate per Tufts regulations. Global Operations can further research host country regulations or provisions related to ICs.
<b>Subcontract to an individual</b>	NO	A subcontract to an individual is an independent contractor engagement and is not a suitable method of employment. Further, all subcontracts require extensive risk analysis and monitoring throughout the project.	Tufts Global Operations can help find a more suitable option for the individual(s).
<b>Employ expatriates or local national directly and pay via Tufts payroll</b>	NO	Tufts' systems are not set up to comply with local employment and tax law.	Tufts Global Operations can help find a more suitable option for the individual(s).