



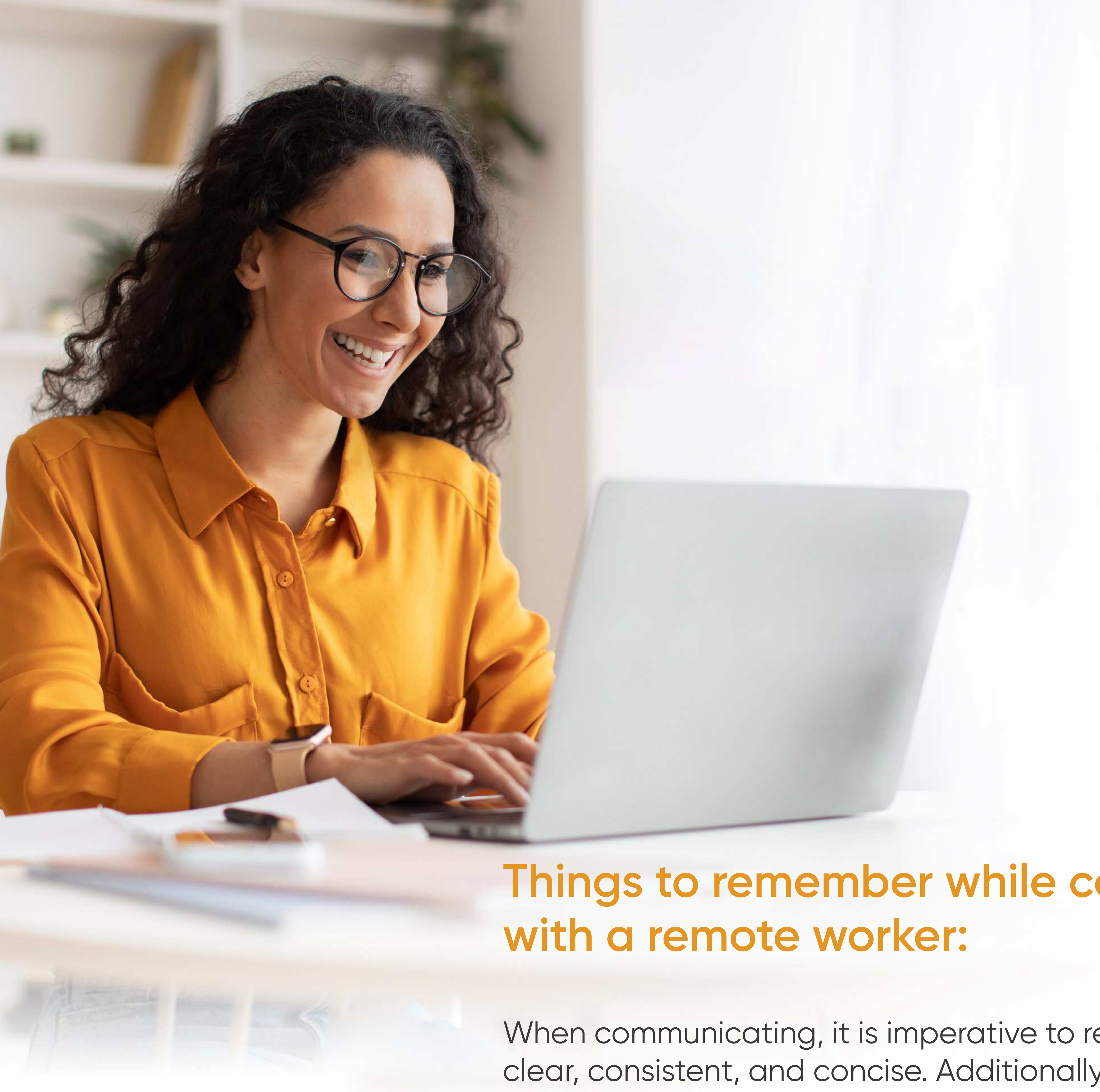
Guide to make your remote hiring journey successful

The New Beginning

In 2023, remote work is becoming the future of work. With the increase in technology and more companies offering remote work options, it is only fit for everyone to understand the benefits and implications of remote work.

Remote work offers a range of advantages for both employers and employees, such as improved productivity, increased engagement, better work-life balance, and more access to global talent.

Additionally, it can benefit the environment by reducing carbon emissions and providing more job opportunities to people in different locations. Therefore, everyone must be aware that remote work is quickly becoming the norm for employers and employees.



Things to remember while communicating with a remote worker:

When communicating, it is imperative to remember to be clear, consistent, and concise. Additionally, be mindful of your candidate's time zone and preferred platform. Be proactive and consider your requirements and what the remote candidate can offer.

Respect the preferences and communication style, and remember to make time for casual conversations to get to know each other better. Lastly, remember to assume good intentions.

Why should a company hire global talent?

International companies should hire global talent for a variety of reasons. Multiple countries are highly diverse and offer a range of skills and talent that can benefit any global enterprise. They are also well-known for their entrepreneurial spirit and dedication to hard work, which can benefit businesses looking to innovate and grow.

Additionally, employees from around the globe are well-versed in the latest technologies and trends, making them a valuable asset for companies looking to stay ahead of the competition. Finally, hiring remote talent can help diversify any global team and provide insight into the unique cultural perspectives that employees bring to the table.

What are the benefits of hiring remote talent?

There are numerous benefits to hiring remote workers.

- 01 Hiring remote workers give companies access to a broader talent pool and can attract more skilled applicants.
- 02 It increases agility and resilience, which helps businesses transition faster to the future of work.
- 03 A remote workforce also reduces costs, increases productivity, and keeps companies competitive.
- 04 Hiring remote workers can open job opportunities to people in different locations, provide more flexibility, and reduce commute times.



Some of the most common words used while remote working include:

Agile:

Agile is a project management method that divides tasks into small ones and ensures regular progress assessments.

Synchronous Communication:

Synchronous communication is that which takes place in real-time between two or more parties.

Asynchronous Communication:

Contrary to Synchronous communication, this form does not require immediate or real-time response.

Blended Work Team:

A team that includes virtual or remote workers and office-going workers is called a blended work team.

Cloud Storage:

Also known as online storage. It is a cloud computing model where digital data (like files and documents) are stored on remote servers accessed from the internet, or 'the cloud.'

Collaboration Tools:

Tools that help two or more people accomplish the same task more quickly and efficiently.

Compliance:

To conform to the common law, i.e., to follow a set of rules stated by the law of a country.

Coworking:

Coworking space refers to work arrangements where employees, remote workers, or freelancers from different companies share an office space.

Digital Nomad:

Digital Nomads are people who travel (often internationally) and work remotely.

Employer of Record:

Employer of record refers to an organization that takes responsibility for payment and tax compliances along with insurance and visa applications on behalf of another organization.

Distributed Teams:

Remote teams wherein team members spread across different time zones and geographies.

Flex Time:

Short for 'flexible time.' Employees are free to choose their working hours and schedule in this work engagement.

Freelancer:

Freelancer is a person who works for themselves and is organization independent.

Hybrid Teams:

A hybrid team is a team where some members work remotely, and some operate from co-located offices.

Future of Work:

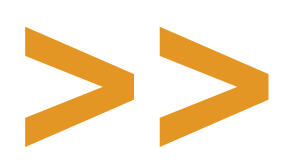
Future of work is a new term that subsumes discussions around upcoming technologies, processes, working styles, etc., that will influence how humans work in the coming years.

Independent Contractor:

Independent contractors are when employers onboard workers for a specific project for a defined period.

Independent Contractor Compliance:

It is abbreviated as IC Compliance. These are the set of laws and regulations that categorize some workers as independent contractors.

**Happy Hours:**

Another term for 'after-work hours.'

Instant Message:

Abbreviated to 'IM.' Instant Messaging is a form of an online chat between individuals or teams using a computer, smartphone, or other mobile devices.

Internet of Things:

Abbreviated as 'IoT.' It refers to objects embedded with technologies like software and sensors.

Jellies:

These are local groups of teleworkers that gather in public places to socialize and collaborate.

Job Sharing:

When two or more part-time employees fill one position to achieve a task, this collaboration refers to job sharing.

Location-independent/Agnostic Location:

Location independent is a workstyle wherein a person's job isn't affected by location.

Mobile Worker:

Another term for a teleworker.

Offshoring:

When a company sets up a part of its operations overseas, it is called offshoring.

Outsourcing:

Contracting or subcontracting work to a 3rd party company specializing in a particular process is known as outsourcing.

Professional Employer Organization:

Abbreviated as 'PEO.' It is an organization that provides human resources, consulting, compliance, training, and development services to small and medium enterprises.

Open Plan:

An open plan is a room or building with almost no walls, divisions, or cubicles.

Remote Curious:

Remote curious refers to an organization interested in transitioning to a remote work setup.

Remote-First:

An organization in which all employees work remotely.

Remote-Friendly:

A culture that allows people to work remotely.

Blended Work Week:

A blended work week is when an organization uses a combination of employees with different work arrangements, such as part-time, full-time, temporary, seasonal, contract, and permanent, to meet its needs.

EOD:

EOD stands for End of Day and refers to the end of the work or business day.

EOM:

EOM stands for End of Month and refers to the end of the month.

EOT:

EOT stands for End of Transaction and refers to the completion of a financial transaction.

ESP:

ESP stands for Electronic Service Provider and refers to a company that provides electronic services.

Conclusion:

In conclusion, hiring remote employees can provide your organization with a wide range of benefits. Remote employees can help you tap into a larger talent pool, increase productivity, and reduce costs associated with maintaining a physical office. Additionally, remote work can be a valuable tool for retaining high-performing candidates and promoting a positive work-life balance for your team.

Remote employees can also offer your organization a fresh perspective and new ideas. They can be more engaged and motivated when they have the flexibility to work in an environment that they find comfortable and productive. Furthermore, hiring remote employees can also help your organization become more diverse and inclusive, allowing you to hire the best candidates regardless of location.

In light of these benefits, it's clear that remote work is a viable and valuable option for many organizations. By embracing remote work and making it a core part of your business model, you can open up a world of new opportunities for your organization and help it thrive in today's fast-paced, competitive world.

