



Working in Third Countries: A Guide

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Aims of the session



- Give you a way of approaching international job searches strategically
- Practical tools to help you adapt applications to different countries
- Access to valuable resources for ongoing job search support
- Increased confidence to pursue career opportunities internationally
- Actionable next steps tailored to their specific career goals

What is a Third Country?



A third country refers to any nation other than your home country
The country where you're currently studying (in this case, the UK)

For example, if you're a Chinese student studying in the UK, third countries would include Ireland, Germany, Australia, Canada, UAE, Singapore, etc.



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Benefits of working in a Third Country



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Advantages



- **Expanded opportunities:** Access to global job markets with potentially less competition
- **Cultural diversity:** Experience different working cultures and business practices
- **Career advancement:** Some markets offer faster progression or specialized opportunities
- **Financial benefits:** Certain regions offer tax advantages or higher compensation packages
- **Language skills:** Opportunity to develop additional language competencies
- **Professional networks:** Build international connections across multiple markets

Strategic Considerations



- **Visa complexity:** Navigate multiple immigration systems
- **Cultural adaptation:** Understand different workplace cultures and business etiquette
- **Regulatory compliance:** Meet varying professional and legal requirements
- **Long-term planning:** Consider impact on career trajectory and personal goals



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Key Issues to Consider



Legal and Immigration Factors: Work Authorisation Requirements



- Research visa categories and eligibility criteria on Student Circus or Prospects
- Understand processing times (can range from weeks to months)
- Verify professional licensing requirements for your field

Documentation Needs



- Academic credential verification and translation
- Police clearance certificates from all countries of residence
- Medical examinations specific to destination country requirements
- Professional references and employment verification



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Professional Considerations



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Qualification Recognition



- Professional body memberships and certifications
- Additional examinations or training requirements
- Continuing Professional Development (CPD) standards
- Industry-specific regulatory compliance

Career Progression



- Long-term career planning across multiple jurisdictions
- Transferability of experience and qualifications
- Professional network development in new markets
- Understanding of local promotion and compensation structures

CV and Application Tips

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One Size Does NOT Fit All

Expectations vary significantly by country and sector

UK / Europe

- 2 pages max
- No photo or age
- Concise & achievement-focused
- Cover letter usually expected

USA / Canada

- 1 page (entry level)
- Called a 'résumé'
- No personal info at all
- Tailored to each role

Asia / Middle East

- Photo often included
- Personal details expected
- Longer documents accepted
- Formal tone preferred

Always research the norms for YOUR target country before you apply.

If applying to other countries, please check out the Country Careers Guides on [GoinGlobal and Student Circus](#) for specific guidelines.



We are UK focused but...



- **Student Circus** – via our webpage
- **GoinGlobal** – via our webpage
- **LinkedIn Learning** - country-specific career courses and CV modules
- **FutureLearn** - UK-based but with international career development courses

Remember: Most of what makes a good CV in the UK will apply to other countries.

Is it readable?

- Does it say what you can and have done?

Is it tailored to them and their needs?

Don't use...



- Services requesting large upfront payments without guarantees
- CV writers with no verifiable credentials or portfolio
- Generic templates claiming to work for all countries
- Services that don't understand visa/work permit implications
- Platforms with poor security or data protection standards

Government Employment Services



- **Australia:** Australian Government Department of Employment (www.employment.gov.au)
- **Canada:** Government of Canada Job Bank (www.jobbank.gc.ca) - comprehensive CV templates and guides
- **Germany:** Federal Employment Agency (www.arbeitsagentur.de) - available in English
- **Netherlands:** www.Work.nl - official Dutch employment portal
- **New Zealand:** Careers New Zealand and Immigration New Zealand websites

Financial Planning



Cost-Benefit Analysis



- Relocation expenses and setup costs
- Check all tax obligations in multiple countries
- Currency fluctuation impacts
- Your pension implication

Banking and Finance



- International banking requirements
- Credit history establishment
- Currency exchange and money transfer considerations
- Insurance coverage across borders

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Cultural and Personal Factors



Cultural Integration



- Language requirements beyond English
- Business etiquette and workplace culture
- Social integration and community building
- Religious and cultural sensitivity

Quality of Life



- Healthcare system navigation
- Education options for dependents
- Climate and lifestyle adaptation
- Avoiding feeling isolated
- Safety and security considerations

Resources to help you



Target Country websites



- Target country's immigration/visa services
- Trade and investment promotion agencies
- Embassy and consulate services
- Employment/ Labour ministry employment information

Home Country Resources



- Your embassy/consulate in target countries
- Government trade missions and economic attachés
- Official bilateral trade agreements and programs
- New items in home press

Where to look for information



- OECD country reports and statistics
- World Bank economic data
- International Labour/ Employment Organisation (ILO) resources
- Expatriate community websites and forums
- Agencies: Indeed International, LinkedIn Jobs, Glassdoor Global
- Specialised international recruitment agencies
- Industry-specific job boards
- Recruitment programmes of multinational companies

Working in the Middle East: Tax-Free Employment





Definition and ScopeTax-free employment

- **UAE:** No personal income tax on employment income
- **Saudi Arabia:** No personal income tax for expatriates
- **Qatar:** No personal income tax on employment income
- **Kuwait:** No personal income tax for most expatriates

Important Clarifications

- Corporate taxes may still apply to businesses
- Other taxes may exist (VAT, municipality taxes, etc.)
- Tax-free status may not apply to investment income or property
- Your home country may still have tax obligations (check)



Visa and Legal Requirements

- **Sponsorship System:** Most Gulf countries operate kafala (sponsorship) systems where employers sponsor employee visas
- **No-Objection Certificates:** May be required to change jobs or leave the country
- **Residence Permits:** Tied to employment; losing job typically means losing residency
- **Family Visas:** Minimum salary requirements often apply for bringing dependents

Employment Contracts



- **End-of-Service Gratuity:** Mandatory payment upon contract completion
- **Annual Leave:** Typically, 30 days plus public holidays
- **Medical Coverage:** Usually comprehensive and employer-provided
- **Housing Allowances:** Often included in compensation packages
- **Repatriation Benefits:** Return ticket provision upon contract completion



Cultural and Religious Considerations

- **Islamic Nation:** Halal food practices and holidays
- **Dress Codes:** Conservative dress expectations, varying by country
- **Alcohol Policies:** Restrictions vary significantly by country
- **Business Hours:** Modified during Ramadan and Islamic holidays
- **Weekend Schedules:** Friday-Saturday weekends in most Gulf countries

Practical Steps for Middle East Job Seeking



Preparation Phase



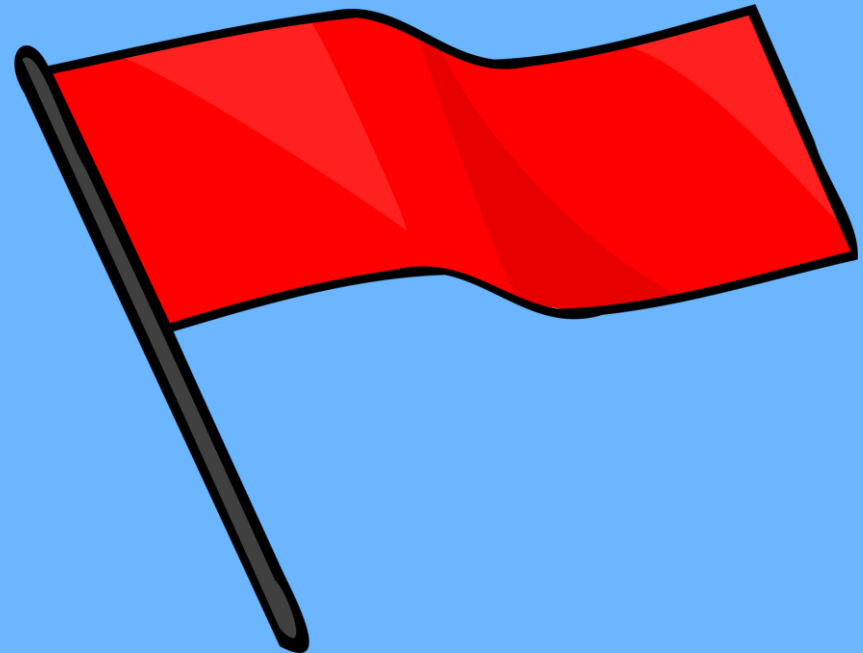
- **Document Authentication:** Ensure all certificates are attested by your home country's foreign ministry and target country embassy
- **Medical Examinations:** Complete required medical tests in approved centres
- **Cultural Research:** Understand business culture and etiquette in target countries
- **Network Building:** Connect with professionals already working in the region



Application Process

- **Target Major Employers:** Focus on established multinational companies with strong HR practices
- **Use Reputable Recruiters:** Work with established recruitment agencies specialising in Middle East placements
- **Salary Negotiation:** Understand total compensation packages including allowances
- **Contract Review:** Carefully review employment terms and end-of-service provisions

The red flags (things to avoid)



Don't do...



- Pay requests for upfront payments or fees
- Use unlicensed recruitment agencies
- Sign contracts without clear termination clauses
- Jobs that seem too good to be true compensation-wise
- Employers unwilling to provide company registration details

Staying safe



- Verify company registration with local authorities
- Check employer reputation through professional networks
- Consult your embassy about known issues with specific employers – check bulletins and news articles
- Check with expatriate communities
- Research labour law protections in target countries

Action Planning for success (and sanity!)



Research and Assessment



- Complete thorough country and cultural research
- Assess any qualification recognition requirements
- Evaluate personal and family readiness for relocation
- Begin document collection and authentication process



Application and Networking

- Build professional networks in target countries
- Apply for appropriate jobs through verified channels
- Engage with recruitment agencies and professional bodies
- Prepare for technical and cultural interview assessments

Transition Planning (Upon job offer)



- Complete all legal and documentation requirements
- Plan financial transition and banking setup
- Organise relocation logistics and temporary accommodation
- Prepare family members for cultural and practical changes

Integration and Development



- Focus on cultural integration and professional network building
- Reflect on local career development opportunities
- Plan for long-term professional and personal goals
- Maintain connections with home country and UK professional networks

**Success depends upon
previous preparation, and
without such preparation there
is sure to be failure." -
Confucius**



**"Success is the result of
preparation, hard work, and
learning from failure." –
General Colin Powell**

You will need ...



- **Thorough preparation** and research using reliable sources
- **Professional approach** to job searching and cultural integration
- **Financial planning** that considers multi-country tax and legal implications
- **Risk management** through proper due diligence and professional guidance
- **Remember:** International careers are marathons, not sprints. Invest time in proper preparation and professional development for long-term success.



Thanks for listening

Any questions?

Comments?