

CASE STUDY

How Global Expansion Backed Mott MacDonald's Global Ambitions

**GLOBAL
EXPANSION**



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**MOTT
MACDONALD**

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EXECUTIVE SUMMARY

Mott Macdonald, a civil engineering company based in Croydon, London, UK, aims to improve society by focusing on social outcomes, excellence, and digital innovation. They transform their clients' businesses, communities, and employee opportunities.

They solve complex global challenges by partnering with clients, finding connections others miss, and delivering better outcomes.

Mott Macdonald had previous experience with an EOR provider and sought a company for global employment solutions tied to projects or expansion. Global Expansion (GX) delivered this solution by partnering with various teams to meet the needs of Mott Macdonald and their customers.



CASE STUDY

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INTRODUCTION

Mott MacDonald often works with organizations needing their unique skills and management services worldwide. The EOR solution allows Mott MacDonald to hire top talent to support their clients in locations where they don't yet have an entity or are establishing one.



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PROBLEM STATEMENT

Mott MacDonald's challenge was finding a provider to partner with them and handle onboarding while complying with local employment regulations and meeting contract benefits.

They also needed support for expatriates, including immigration management and shadow payroll. The chosen provider had to have the coverage, experience, and technology to track all personnel and meet Mott MacDonald's processes.



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APPROACH & METHODOLOGY

The Global Mobility team researched EOR models and potential providers.

GX was chosen because their GX¹ technology easily integrates with Mott MacDonald's system, providing a single source of information managed by GX experts.

During implementation, the Global Expansion team worked closely with the mobility team, who acted as gatekeepers. They ensured EOR services were used appropriately and introduced GX to HRBPs managing the program.

The GX team also collaborated with the project team to:

- ✓ Build the project from cost and immigration perspectives.
- ✓ Consider timelines, benefits, and potential employee transfers to new entities.



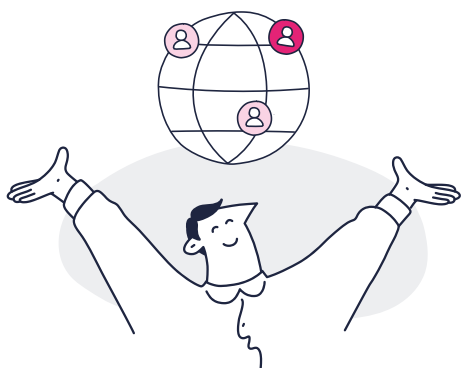
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RESULTS & OUTCOMES

GX handles the onboarding of personnel for specific projects, integrating requirements from local sources, Mott MacDonald, and partner companies.

We established a training schedule for all internal stakeholders and a communication plan to explain the EOR program and the process of sourcing, hiring, and transferring employees to new entities.

GX implemented a multi-phase project management process to keep the global transition on track, supporting strategic expansion and entity creation.



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LESSONS LEARNED & BEST PRACTICES

During the project review, managing immigration and personnel for country-specific objectives was complex.

Collaboration between the GX team in London and the employment locations was crucial for success.

Key points include:

- ✓ Coordinated efforts between GX teams in London and employment locations.
- ✓ Regular updates on timeframes, requirements, and dependencies.
- ✓ Successful onboarding of personnel for the project.
- ✓ Effective management of immigration and local regulations.
- ✓ Alignment with specific country objectives.

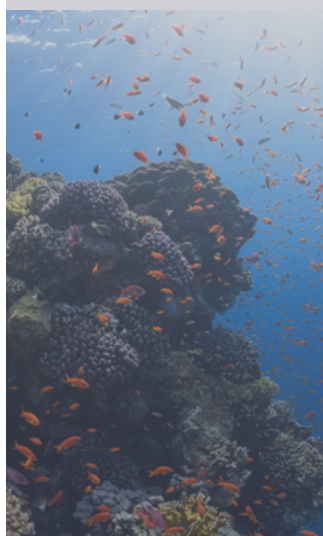
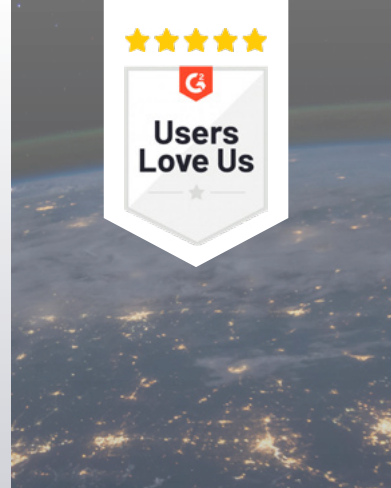
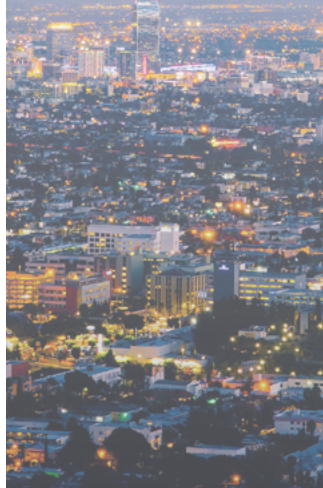


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EFFICIENT PROJECT DELIVERY WITH GX PARTNERSHIP

After partnering with GX, Mott MacDonald successfully planned and delivered resources for a project in a remote location linked to a country and an independent development agency.

They established an expansion program that advised the business on costs and compliance for each location, hired personnel identified by talent teams, and transferred employees from the EOR to new entities as they were established. The program also managed the return of expatriates or their transfer to new projects.





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