Consider it Done®

EHS Support℠

2022 Work Abroad Program

Program Overview

Are you interested in living and working overseas to gain new experiences and grow your career?

EHS Support is launching a Work Abroad Program to provide junior and mid-level staff in the USA, Australia, Canada, and/or New Zealand with the opportunity to live and work overseas for a company-sponsored, 12-month assignment.

One of our company's keys to success has always been fostering a culture of clear communication. We also invest in long-term career development that encompasses fun and exciting opportunities. When you couple this with skills development and the building of emotional intelligence, we give you the support and tools you need to effectively interact and drive project success.

Another core focus of our company has been ensuring diversity, both in thought and experience. The ability to bring diverse ideas and experiences to respectfully debate and question is key to our success as a high-performance team and company. The best solutions for clients and the most exciting opportunities for employees require the ability to navigate differences of opinion, facilitate productive debate, and channel these thoughts and energy into desired outcomes.

A work abroad experience not only gives you the exciting opportunity for travel, it also supports your career growth by:

- **Accelerating your communication and interaction skills**. We have a high-performance culture and a focus on empowering people to drive great solutions. By nature, this requires a culture of healthy debate and differences of opinion. And when you're able to communicate effectively, it accelerates your ability to interact across all teams.
- **Expanding your emotional intelligence skills through immersion in a new culture.** Understanding similarities and differences among colleagues, being able to adjust in unfamiliar or unexpected settings, and learning how to choose the right verbal and nonverbal styles to adapt to those around you are all traits of a great consultant. Immersing in a new culture will hone these skills and support your personal development throughout your career.
- **Expanding your network internally and with clients.** The work abroad program introduces you to different teams, projects, and clients, giving you a larger network for future opportunities in the company.
- **Including you in a diverse team.** Working with a diverse team that has different skills, backgrounds, education will expand your own perspectives and help you think in different ways.

WHO IS ELIGIBLE?

- Eligible candidates ideally should have somewhere between 2-6 years' experience, be self-motivated and ambitious, and be an ambassador to a strong, health-and-safety and technical-excellence culture within the company.

WHERE WOULD I GO, AND WHAT WOULD I DO?

- The location of the assignment would be based on project needs in the host country. It is likely that employees would be proximal to a regional hub with multiple employees nearby (e.g., Melbourne or Brisbane in Australia, Christchurch in New Zealand, or Columbus in the US).
- The specific role would be defined by the host country and be suited to the employee's key competencies.

HOW DOES THIS PROCESS WORK?

- Interested candidates should discuss with their Team Lead / Regional Manager.
- Team Lead / Regional Manager recommends interested staff to the Operations Team and notifies the Selection Committee.
- The Selection Committee and the receiving country's management team interview and select the interested staff. Staff are selected based on host country staffing needs.
- EHS Support assists with coordination and pay for all major logistical considerations for the employee, including work visas, flights, healthcare (if applicable), telephone, and accommodations (including utilities) in the host country. The employee receives a prevailing wage in the host country.
- At the end of one year, the employee will be returned to the country of origin. Extensions beyond the 12-month period will be considered (if supported by the host country) but will not involve the subsidized accommodations described above.

(MORE) FREQUENTLY ASKED QUESTIONS

Q: How will I be remunerated?

A: *Your salary will be paid by the host country and will be based on the prevailing wage in that country. Because of the exchange rates and differences in costs of living between different countries, it is not practical to (or beneficial in many cases) to simply translate your current salary to that of the host country. The key take-away, however, is that you will be paid a fair wage by the host country. The direct payment of living expenses (e.g., rental and utilities costs) by EHS Support will provide substantial financial benefit as discussed below.*

Q: Can my partner and/or family come?

A: *Absolutely! This is a great opportunity for a couple or family to experience another country together. The accommodation in the host country will have sufficient space for a family.*

Q: Will my partner be able to work in the host country?

A: *Work Visa requirements differ between countries. In many cases, the partner of a visa holder (i.e., the EHS Support employee) is able to work on the same visa as the visa holder. Alternatively, as flexibility around working from home has become more common, your partner may be able to coordinate an arrangement with their current employer to allow for them to remain in their current job.*

Q: Do I get to choose where I live?

A: *The location of the assignment would be based on project needs in the host country. In general, employees will be proximal to a regional hub with employees – who will provide mentorship in your host country – nearby.*

Q: What if I need to come home before the year ends?

A: *While we strongly encourage the one-year assignment, we understand that sometimes life happens. In the event you need to head home (either permanently or for a few weeks to attend family matters), we will work with you to ensure this can be undertaken as smoothly as possible.*

Q: Can I continue to work on existing projects from my home country while overseas?

A: *Absolutely. While the intent is for staff to work primarily on projects in the host country, staff can continue to work on projects from their home country provided that it is acceptable to your project team(s).*

Q: Has anyone in the company undertaken this before?

A: *Yes. Over the past 10 years, a total of 11 staff have participated in a similar program, with assignments ranging from several weeks to a year. We would encourage you to talk to Greg White, Beth Hesse, Sam Parker, Danielle Gugliemotto, Leah Krause, Arlene Lillie, and/or Gregg Hicks to learn about their experience.*

Q: When can I go?

A: *There are several factors that will influence the timeline. Key considerations, however, are host country project needs and visa processing timeframe. A reasonable target would be to depart within 3 to 6 months of acceptance into the program.*