



International hiring timelines to **plan for**

Tap into the global talent pool with confidence



When hiring internationally, the visa process can take anywhere from 4 to 18 months. What does that mean for your staffing requirements? CCL Global helps you simplify the process and take charge of each step.

Step 1: Visa eligibility

Does the employee qualify for the appropriate work permit or visa in your target country?

Is your company in a position to sponsor?

Step 2: Collate supporting documentation for the immigration application

Different jurisdictions will have their own requirements here. Be clear on what each party needs to provide before getting started.

Step 3: Visa screening

This step typically involves an in-person interview at the immigration office, followed by reference calls conducted by the consulate

Step 4: Visa approved! Now what?

You'll need a solid mobilization plan in place. Book flights, accommodation, hire cars, and provide a comprehensive welcome pack

Step 5: Global mobilization with CCL

Our 24/7 global mobility team works across 40 countries, offering holistic mobilization, demobilization, and logistical solutions.

With our in-depth knowledge and understanding of the immigration process, we're in a position to handle the entire process for you: from paperwork to accommodation.



Delivering exceptional service and compliant workforce solutions **across the globe**

For more than five decades, we've been providing bespoke recruitment and talent solutions across the energy, construction, manufacturing, and automotive tech sectors. See what we can do for you.

Why choose CCL?

→ Personal approach

Our recruitment consultants and advisors are there to guide you through the entire process and provide ongoing support.

→ Global expertise

We're a global business with 8 fully-staffed offices throughout North America, EMEA, and Sub-Saharan Africa.

→ Market experts

CCL has been around for more than 50 years, and we hire top industry experts for each of our sectors.

→ Immersed locally

We're an active part of the community in every region we operate in, ensuring we have a deep understanding of local culture.

Contact us

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