

# Specification of Competency Standards for Human Resource Management

## Unit of Competency

Title	Develop and manage international assignment programmes
Code	106988L5
Range	Developing and managing regional / international mobility and international assignment programmes from selection of assignee, preparation for the assignee and the family, measuring the assignee's performance from afar, to repatriating the assignee at the end of an assignment. This applies to the development and implementation of effective regional / international assignment programmes, with the involvement of relevant stakeholders.
Level	5
Credit	5
Competency	<p>Performance Requirements</p> <ol style="list-style-type: none"> <li>1. Knowledge in the Subject Area <ul style="list-style-type: none"> <li>• Understand the life cycle of an international assignment (e.g. pre-assignment, pre-departure, arrival, on assignment, repatriation) and the key elements of an effective international assignment (e.g. compensation and benefits, payroll process)</li> </ul> </li> <li>2. Applications and Processes <ul style="list-style-type: none"> <li>• Develop different international assignment programmes to meet the organisation's business and talent development needs</li> <li>• Manage assignees' expectations and provide support throughout the international assignment life cycle</li> <li>• Estimate potential costs of the international assignment programmes</li> <li>• Assess risk exposure of the international assignment programmes</li> <li>• Consult and partner with relevant parties (e.g. the assignee, internal talent sourcing team, business units, external vendors, tax experts, immigration consultants) for a smooth assignment process</li> </ul> </li> <li>3. Professional Behaviour and Attitude <ul style="list-style-type: none"> <li>• Systematically collect feedback from major stakeholders (e.g. business units, legal department, finance department, the assignees) on the entire assignment experience for continuous improvement (e.g. repatriation satisfaction survey)</li> <li>• Proactively measure the value of international assignments and align international mobility practices with business needs</li> </ul> </li> </ol>
Assessment Criteria	<p>The integrated outcome requirements of this UoC are:</p> <ul style="list-style-type: none"> <li>• Establishment of different international assignment programmes (e.g. short-term, long-term, project based) with budgets in accordance with the organisation's business and talent development needs (e.g. explore new markets, establish new business relationships, generate or transfer knowledge, develop global leadership skills).</li> <li>• Establishment of mechanism to collect major stakeholders' feedback on the assignment experience for continuous improvement.</li> </ul>
Remark	