

How UWA's Procurement team enabled **global hiring across 4 countries without establishing local entities**

The challenge | **Managing compliant international workforce engagement without local entities**

For the University of Western Australia (UWA), supporting international research programmes and regional operations often requires engaging specialist talent wherever expertise exists.

However, when UWA's Procurement team needed to engage workers in Brazil, India, Malaysia and Singapore, the university faced a significant operational and compliance challenge: it had no legal entities in those countries.

Engaging contractors directly across multiple jurisdictions would expose the organisation to considerable risk, including:

- Local employment law compliance
- Country-specific payroll and tax regulations
- Mandatory statutory benefits such as 13th-month salary payments
- Worker classification risks
- Intellectual property and confidentiality protections
- Multi-currency payroll management
- Complex termination and leave entitlement obligations

Establishing entities in each country would have been expensive, time-consuming, and operationally unnecessary for a relatively small number of specialised roles.

Instead, Procurement needed a way to engage international talent compliantly while reducing administrative complexity, maintaining commercial control, and simplifying supplier management across multiple jurisdictions.

The Procurement-Led Solution | **Implementing an Employer of Record (EOR) model**

To enable compliant international workforce engagement without creating local entities, UWA's Procurement team implemented an Employer of Record (EOR) model.

This approach allowed Procurement to engage global talent compliantly while maintaining oversight of contractor engagement, payroll governance, and supplier management across multiple countries.

Working with CXC as the employment infrastructure provider, Procurement established a framework designed to centralise international workforce management while reducing compliance and operational risk.



Key components of the model included:

Worker classification and compliance management

Vetting workers to ensure proper employed contractor classification, right-to-work verification, and local tax registration compliance in each country.

Locally compliant onboarding

Structured onboarding processes aligned with local labour laws, including intellectual property and confidentiality protections.

Global payroll management

Management of compliant payroll services across Brazil, India, Malaysia and Singapore, including payment in local currencies.

Statutory payment administration

Management of complex country-specific employment obligations including paid leave, 13th-month salary payments, and termination requirements.

Centralised supplier and invoicing management

A single consolidated invoice to UWA in AUD, simplifying procurement oversight and internal finance administration.

Simplified international workforce operations

A centralised engagement model that reduced the complexity of managing multiple international employment frameworks independently.

For example, the framework enabled Procurement to engage and payroll UWA's Marketing Manager Americas, based in Curitiba, Brazil, supporting the university's regional operations across the Americas.

The results | **Enabling compliant international hiring with greater operational control**

By implementing the right employment infrastructure, UWA's Procurement team successfully enabled compliant international workforce engagement while reducing operational complexity and supplier management burden.

4 countries supported

Procurement enabled compliant workforce engagement across Brazil, India, Malaysia and Singapore without establishing local entities.

100% compliant workforce engagement

All workers were onboarded and managed in accordance with local employment, tax, payroll and statutory regulations.

1 consolidated invoice

International payroll across four jurisdictions was simplified into a single AUD invoice, significantly reducing administrative effort for Procurement and Finance.

4 statutory payroll frameworks managed

Local employment obligations, including country-specific statutory payments and leave entitlements, were administered compliantly across multiple jurisdictions.

The impact | Removing barriers to global workforce engagement

With the international employment framework in place, UWA's Procurement team was able to remove operational barriers associated with engaging talent globally.

Instead of navigating fragmented employment regulations, payroll systems, and compliance obligations across multiple countries, Procurement could focus on enabling efficient workforce engagement while maintaining governance and commercial oversight.

The success of the model ensured compliant workforce engagement, a positive contractor experience, and the continuation of the arrangement through to the project's completion.

Ready to engage international talent without setting up local entities?

If your Procurement team needs to engage workers in countries where your organisation has no legal presence, managing employment laws, payroll obligations, and compliance risks can quickly become operationally complex.

With the right employment infrastructure, Procurement teams can engage international talent while maintaining compliance, visibility, and operational control.

CXC helps organisations:

- Engage talent compliantly in countries where they have no entity
- Manage international payroll and statutory benefits locally
- Simplify global workforce administration
- Reduce compliance risk across multiple jurisdictions
- Centralise supplier and invoicing management

Speak with our global workforce specialists to explore how your Procurement team can engage international talent with confidence.

Let's talk

Find out more

