

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

The challenge | **Supporting global talent without local entities**

For the University of Western Australia (UWA), supporting international research and regional programmes often means hiring talent wherever expertise exists.

However, when UWA's HR team needed to engage staff in Brazil, India, Malaysia and Singapore, they faced a significant operational barrier: the university had no legal entities in those countries.

Hiring directly would expose the organisation to complex risks including:

- Local employment law compliance
- Country-specific payroll and tax regulations
- Mandatory statutory benefits such as 13th-month salary payments
- Intellectual property protections for research-related work
- Multi-currency payroll management

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

Instead, HR needed a way to hire internationally while maintaining full compliance and reducing administrative complexity.

The HR-Led Solution | **Implementing an Employer of Record model**

To enable global hiring without creating legal entities, UWA's HR team implemented an Employer of Record (EOR) model.

This approach allowed HR to engage international staff compliantly while maintaining oversight of employment conditions and research collaboration.

Working with CXC as the employment infrastructure provider, HR established a framework that ensured local employment compliance while simplifying internal administration.

Key elements of the model included:

- Worker classification and right-to-work verification in each country
- Locally compliant contracts with intellectual property and confidentiality protections
- Structured onboarding aligned with local labour laws
- Payroll management in local currencies
- Management of country-specific statutory payments including 13th-month salary and paid leave
- Centralised invoicing to UWA in AUD, simplifying internal finance processes

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



The results | **Enabling compliant global hiring at scale**

By implementing the right employment model, UWA's HR team successfully enabled international hiring while maintaining compliance and reducing operational complexity.

4 countries supported

HR enabled compliant hiring across Brazil, India, Malaysia and Singapore without establishing local entities.

100% compliant workforce engagement

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

1 consolidated invoice

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

4 statutory payroll frameworks managed

Local employment requirements, including benefits such as 13th-month salary payments, were administered compliantly across multiple jurisdictions.

The impact | **Removing barriers to global research collaboration**

With the employment framework in place, UWA's HR team was able to remove operational barriers to global collaboration.

Instead of navigating complex international employment regulations, HR could focus on supporting research programmes and engaging the right talent wherever it was located.

The success of the model ensured compliant employment, a positive contractor experience, and the continuation of the arrangement throughout the project lifecycle.

Ready to hire international talent without setting up local entities?

If you need to engage staff in countries where your organisation has no legal presence, navigating employment laws, payroll requirements and compliance risks can quickly become overwhelming.

With the right employment infrastructure, HR teams can hire globally while maintaining full compliance and operational control.

CXC helps organisations:

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

Speak with our global workforce specialists to explore how you can hire internationally with confidence.

Let's talk

Find out more