

Témoignages :
Carrières d'expatriés
Testimonies: Extended Expatriate Career

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The world, A Global workplace

- Expatriates: temporary **relocation**, retain **citizenship** of their country of origin. Never intending to stay **long term**
- Immigrants: permanent **relocation**, get **citizenship** of their host country

— Immigrants maintaining significant attachments to their home countries !

— And expanding their career opportunities by working abroad

— Individuals leave their country of origin in search of **new and/or better opportunities.**

— Personal characteristics (knowledge and skills)

- Soft skills: flexibility, cross-cultural competency, adjust to different norms, work in diversity...
- Hard skills: specific area of expertise, technical skills

— ***Successful International career development***

My personal experience

- **Ingénieur Civil Informaticien - Computer Science Engineer**, University of Brussels (ULB), Belgium
- **MSc in Electronics and Electrical Engineering**, Glasgow University, UK

- **Teaching Assistant, ULB**
 - Faculty of Science, Computer Sciences Department
 - Engineering Faculty
- **Research Engineer, ULB, Belgium**
 - Involved in IST European Projects around IPv6, routing, Multicast, Grid computing
- **BEgrid Engineer, BELNET, Belgium**
 - Grid deployment, Grid services management
- **Sr Project Manager, Telindus (Belgacom ICT)**

Barriers to Expatriates or Immigrants employment

- **Cultural** shock , Settlement issues
- Language skills
- Closed labour market: **stereotypes**, discrimination, under-employment
- **Recognition of education**, credentials, and experience gained in the home country
- **Professional Networking**: no solid local network

Host country

- Immigrants or expatriates to address **skill shortages**
- Provide **better assessment and recognition of prior learning or experience**
- **Social support** to the expatriate worker
- Educate decision makers, people

Repatriation challenges ; Country of origin

— Cultural shock

— Friends and (co)workers change/evolve

— Local workers with **competitive advantage of local knowledge and connections**, also with strong language/professional skills.

— Keep in close **contact with friends**

— **Maintain/Re-establish professional network** : professional associations, continuing education

Repatriation challenges

— Benefits for the country

- **Transfer of essential skills and knowledge** across international borders
- need for professionals (managers) with **global experience.**

- Understood by employers or policy makers
- Recognition for foreign experience

— *Opportunities* for the expatriate

- Professional development
- ***Faster career advancement***

Country of Origin expectations

— Challenges for expatriates:

- Bring added value, Always be the best
- *Represent “better” than those back home*
- ***Going away to bring back experience***

— Personal project or Community project?

— Temporary step in the career?

— International business for life-long career goal?

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