

## Client Stories

### New European Headquarters

#### Situation

A world-leading company in medical technology decided to move its European Headquarters from Belgium to the Lake Geneva region.

The **CRH** consultant received the mandate to set-up the Human Resources (HR) function of the new European headquarters, transfer employees to Switzerland and staff the organization.

#### Solution

Working with the US headquarters' HR staff, the **CRH** consultant adapted HR policies to Swiss legislation and labour conditions. Remuneration programs were developed and employee benefit schemes selected and implemented. Personnel administration was set-up with mandatory social security schemes, the payroll configured and outsourced with an external provider.

The **CRH** consultant transferred senior personnel, from Belgium and other countries, either as expatriates or on local conditions. For this last group, the consultant analyzed their "home country" situations and defined their Swiss employment conditions.

To staff open positions at all organizational levels, the **CRH** consultant developed recruiting strategies to hire local and international talents. He conducted the interviewing process for these positions.

#### Result

Within 5 months the HR function of the new European headquarters was operational. The main benefits were:

1. HR policies adapted to Swiss labour conditions
2. Remuneration and benefits programs as well as personnel administration implemented
3. Senior personnel transferred either as expatriates or on local conditions
4. Key professional and clerical positions staffed