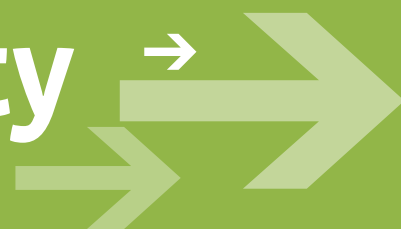




Academic MasterCourse

2019

Human Resources and Global Mobility



www.eur-fta.nl

Erasmus Universiteit Rotterdam – Financial Tax Academy

The Institute for Taxation and Economics
(Fiscaal Economisch Instituut B.V.)
Erasmus University Rotterdam

Introduction **MasterCourse**

The Dutch Institute for Taxation and Economics (FEI BV) of the *Erasmus University Rotterdam* will be offering a course named **Human Resources and Global Mobility. This academic MasterCourse has been established in collaboration with **The Expatise Academy**. The course consists of two blocks of five days and online self-studies. The course will be given in English.**

Target groups

Organisations are increasingly dependent on other countries for their economic growth and future and are seeing opportunities across the border to withstand the increased competition. Due to this globalisation of economic activity, cross-border labour mobility has increased as well: employees, experts and (top) management are increasingly active on an international level. This has also added an international dimension to the position of the HR manager, which no longer applies to just a national reference framework.

In this new habitat, the HR manager needs to take into account the legal, social, financial and cultural frameworks of many more countries and worldwide developments that influence the composition and execution of labour conditions. This has resulted in the creation of a new and challenging expertise: HR Global Mobility (HR GM).

The importance of the HR GM position for the organisation

The HR position has always been a condition for successful national entrepreneurship. However, as soon as the organisation has to deal with personnel operating internationally, this position becomes a critical factor for the success of company activities. If the HR GM position is not properly secured and employees cannot start work (on time) or are even forced to leave the country prematurely, work activities run the risk of stagnation (or even failure) and investments in the (high) costs that cross-border labour brings with it may be lost.

Furthermore, the organisation may have to deal with penalties, compensation, withdrawal of concessions and work permits, company shut-down, reputation damage and resignation of talented employees. The

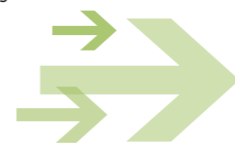
importance of the HR GM position can therefore not be underestimated, even if the organisation has only a small number of internationally operating employees and limited accompanying work activities.

Education at an academic level

It is increasingly recognised that HR GM is not merely an administrative position, but an essential contribution to the success of the organisation. Therefore, the HR GM official is expected to support the management team from that perspective and not just act as credible Business Partner, but as expert counterpart for external service providers and government authorities as well. For that purpose, the HR GM professional will be required to function at the same level as these stakeholders, meaning at an academic level.

Furthermore, the work field of the HR GM professional consists of such complex fields of knowledge that an academic education is necessary for the intrinsic understanding of those disciplines and the insight in coherence between those disciplines, with the additional complication that not only the accompanying rules are continuously changing, but the context within and outside of the organisation as well, which constantly creates new forms of deployment and types of rewards.

In order to be able to cope with this implementation of the HR GM function, education is required where knowledge and skills indispensable for this role are obtained. As of September 2016, the Institute for Taxation and Economics of the Erasmus University Rotterdam offers the following course: the MasterCourse HR & Global Mobility. This course has been realised in collaboration with the Expatise Academy.



Study load of the **MasterCourse**

The MasterCourse consists of lectures in two blocks of five days, in which the theory will be discussed from a multi-country, cross-disciplinary and holistic approach. Prior to the lectures online self-studies will be provided consisting of e-learning tests, video lessons and memo training. These online sessions need to be completed prior to the lectures.

On the one hand, this teaching method offers an individual course where you prepare intensively in your own time and at your own pace and, on the other hand, training in class that focuses on case studies and discussions with teachers and fellow students. By so doing, students can obtain advanced knowledge on and insight into the domain of international HR in general and the Global Mobility Function in particular in a relatively short amount of time.

The online self-studies to be completed prior to the lectures of week 1 will be available as of December 1, 2018. The online self-studies to be completed prior to the lectures of week 2 will be available as of May 1, 2019.

Block 1 will start on Monday April 8 till Friday April 12, 2019

Block 2 will start on Monday September 16 till Friday September 20, 2019.

The lectures start at 9:30 a.m. and end at 5:00 p.m.

Preparatory in-depth study materials will be put at your disposal before the lectures.

The months October, November, December 2019 are reserved for writing a paper. The defence thereof will take place in December 2019 - January 2020.

Attendance of the lectures is mandatory.

Admission requirements

Erasmus University Rotterdam is offering an academic level course. Therefore, the minimum admission requirements have been determined at a completed prior higher vocational training, academic level and relevant work experience. If you do not possess the required knowledge and / or experience, you can first participate in the preparatory course HR Global Mobility offered by the Expatise Academy. Please contact Expatise Academy via <http://www.expatise.academy/>

Participants who successfully complete the course will receive a MasterCourse Certificate from the Institute for Taxation and Economics at the Erasmus University Rotterdam.

Additionally, the Expatise certification HR Global Mobility Advisor (Expatise certified HR GMA) will take place by the Expatise Academy Foundation, a non-profit interest organisation for Global Mobility and Reward Professionals and networking platform for international employers and employees, education institutes, government organisations and consultancy firms.

Examination & presentation of the certificates

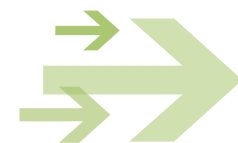
The MasterCourse will be completed with a paper that needs to be defended before an exam committee consisting of prominent experts from the domain. The complete course will take one year and three months.

Study load

20 ects (European Credit Transfer System).

What to achieve with this course

With this MasterCourse, you will meet the qualifications for the new generation HR GM professional. You will understand the coherence between the various disciplines of cross-border mobility and you will be capable of providing proactive advice. You will instruct external advisors and follow and check up on their activities. You will understand how jurisdictions relate to each other in an international context and you will possess insight into compliance obligations and non-compliance consequences belonging to the various manifestations of international deployment. You will be able to estimate the effect of changing circumstances and signal risks timely. You will be capable as expert counterpart to act proactively with respect to the correct considerations in the decision-making process regarding cases of international deployment. You will be able to make visible the costs and consequences of this and recommend alternatives. You will be capable of weighing the pros and cons in order to realise the objectives of the company. You will be able to reduce the costs while maintaining quality, realise savings and mitigate compliance risks.



Academic MasterCourse

Human Resources and Global Mobility

7 Topics
13 Months
10 Lectures in two blocks of five days and online sessions

Paper
Examination

Certificate

Features of this MasterCourse

- Education at an academic level. The course will be taught by prominent experts from academia, multinational companies, government agencies and renowned consultancy firms. An overview can be found in the detailed curriculum.
- Meet qualifications for the new generation HR GM professional.
- Interactive: interactive sessions in which maximum commitment of lecturer and participant is demanded.
- Cross-disciplinary: eight lectures, in which the theory will be discussed from a multi-country, cross-disciplinary and holistic approach.



Human Resources and Global Mobility Lecturers

The course will be taught by prominent experts from academia, multinational companies, government agencies and renowned consultancy firms.

Sheriff Aligbeh
Lyke Apontoweil
Alain Camonier
Chris Debner
Roeland van Esveld
Suzanne van Hattum
Ellen Jansma
Nihat Kurt
Dennis Reins
Sanne van Ruitenbeek
Jet Stigter
Bettina Tang
Linda Vromen
Angela Weinberger

Coordinator:

Dr. Frank M. Werger



The seven topics of the MasterCourse Human Resources and Global Mobility



MasterCourse Program

When

Start:	Block 1:	April 8-12, 2019
	Block 2:	September 16-20, 2019

Online self-studies will be provided on:

Block 1:	December 1, 2018
Block 2:	May 1, 2019

Time block 1 and 2

Monday, Tuesday, Thursday:	09:30 a.m. - 5:00 p.m.:	lecture
Wednesday:	09:30 a.m. - 1:00 p.m.:	lecture
	1:00 - 5:00 p.m.:	social event
Friday:	09:30 - 13:00 p.m.:	lecture

BLOCK 1: April 8-12, 2019

Online sessions available as from September 1, 2018

- International HRM & the Global Mobility Function
- International Employment Law
- Labour Migration Law
- Fiscal aspects of international employment

BLOCK 2: September 16-20, 2019

Online sessions available as from May 1, 2019

- International social security
- The Expatriate Psychological Contract & Intercultural competences
- Strategic Global Mobility
- Return on investment

In both modules a social event will be part of the program.

October - December 2019

- Writing a paper
- Examination & presentation of certificates
- Presentation of certificates



'This MasterCourse is worldwide a unique academic course on International Mobility.'

Jai Patel, Philips



'It was great to attend an academic course in the global mobility area. The course was a wonderful experience! I gained new knowledge in many different areas within GM on an academic level and I met so many nice people with the same passion: Global Mobility.'

Katja Preissendoerfer, Bearing Point



Facts and Figures

Price of the course

The costs of the MC HR & Global Mobility amount to € 6,500.- (all-in) per person. No VAT is due. Hotel, and meals are included, If no hotel reservation is required, a deduction will be given. Some mandatory literature (three books) is to be purchased by the applicant and not included in the fee. More information (Author, title, date of issue and ISBN) will be given after registration. Registration via the registration form on our website www.feibv.nl.

Location

Erasmus University Rotterdam, Campus Woudestein
Burgemeester Oudlaan 50
3062 PA Rotterdam, The Netherlands

Hotel stay

Novotel Rotterdam Brainpark. This hotel is on walking distance from the Erasmus University.

Admission requirements

Erasmus University Rotterdam offers an academic level course. Therefore, the minimum admission requirements have been determined at a completed prior higher vocational training, academic level and relevant work experience. If you do not possess the required knowledge and / or experience, you can first participate in the preparatory course HR Global Mobility offered by the Expatise Academy. Please contact Expatise Academy.

Paper and exam

The course will be completed with a paper that needs to be defended. The exam committee consists of prominent experts on Humans Resources and Global Mobility.

Language

English

General information

MasterCourse Human Resources and Global Mobility

Visiting address

Erasmus Universiteit Rotterdam
Fiscaal Economisch Instituut BV
Tinbergen Building, room H 13-25
Burgemeester Oudlaan 50
3062 PA Rotterdam, The Netherlands

Postal address

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Fiscaal Economisch Instituut BV
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Coordinator

Dr. Frank M. Werger
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Office-assistant

Mrs Astrid C.W. Hamers
Phone +31 10 408 1491

The general terms and conditions of FEI BV can be found on our website.

The course has been established in collaboration with Expatise Academy.

E-mail learning@expatise.academy