



## ONE PERSON CAN MAKE A DIFFERENCE



### INTEGRATED EXPERTS ARE:

- highly qualified German or European experts and managers
- placed in your organisation through CIM
- employed for up to six years, worldwide
- closely integrated into your company's structure to support you with processes of change
- paid a salary by your company at the local going rate
- subsidised by CIM.

With CIM support, you, the employer, can fill your staff positions with competent, highly qualified experts and managers.

Experience has shown: A single person in the right position can make a difference and get important change processes up and running in your organisation.



## PLACING EXPERTS AND MANAGERS IN ORGANISATIONS – WORLDWIDE



### ABOUT CIM

The Centre for International Migration and Development (CIM) is the competence centre for global labour mobility in the international cooperation activities of the German Government.

CIM taps the potential that global migration offers for sustainable development. We place technical experts and managers with employers worldwide and provide our partners with support on migration issues.

CIM is jointly run by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH and the German Federal Employment Agency, bringing together over 30 years of expertise in development and labour market policy.

### INTERESTED?

Contact us:

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Implemented by:



Centre for International Migration and Development  
a joint operation of GIZ and the German Federal Employment Agency

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## LOOKING FOR AN INTERNATIONAL EXPERT?

### Are you looking to fill an important position? Expand the international know-how in your organisation:

CIM will find highly-qualified experts and managers on the German labour market and place them in your organisation.

The expert becomes part of your team. You reach agreement on objectives, and they become an integral part of your organisation's structure. That's why we call them **integrated experts**.

#### What we do:

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- **Place** German and European experts and managers at local-level salaries, which are then subsidised by CIM.
- **Pre-select** applicants, so you can make your choice among the persons best qualified.
- **Provide intercultural training** and seminars that prepare integrated experts for employment in your country.
- **Offer support** by our own staff for integrated experts during their period of employment.

## WHAT DO YOU STAND TO GAIN?

- ✓ **Technical know-how:** We find experienced, highly-qualified experts and managers on the German job market and place them in your organisation. These experts pass on their knowledge to your employees.
- ✓ **Control:** Before placement, you draft your own job description and task profile. You make your selection from the group of top applicants.
- ✓ **Contacts:** You have much to gain from your integrated expert's professional and international contacts.
- ✓ **Cost efficiency:** You pay your Integrated Expert a salary in line with local conditions. CIM then subsidises this amount, raising it to a level attractive to international experts.

#### As employer you:

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- Draw up an employment contract, usually for two years.
- Employ your integrated expert in a key position in your organisation.
- Pay your integrated expert a salary in line with local conditions.

## FOUR STEPS TO HIRING AN INTEGRATED EXPERT:

### 1 ENQUIRY

Contact us and use our application form to provide a profile of the ideal expert and the qualifications he or she should have.

### 2 SELECTION

We provide you with a preselected shortlist of candidates for your position: you decide which applicant you wish to employ.

### 3 SIGNING THE CONTRACT

You enter into a contract with the expert. Together you agree on common goals for the period of employment.

### 4 SALARY SUBSIDY

You pay your integrated expert a salary in line with local conditions. CIM subsidises this amount with additional payment.