

**RemoFirst**

# Global Expansion Risk Checklist

Scaling Without Breaking People,  
Compliance, or Employer Brand



## Cost & Benchmarking Risk

- Salary benchmarking available for this market
- Total employer cost calculated (including contributions)
- Currency risk evaluated
- PTO and market benefit expectations understood
- Non-salary workforce costs budgeted



Rate your confidence \_\_\_ / 5

If you are unsure about any item in this section, it may indicate an area worth reviewing before scaling into a new market.

# Hiring & Onboarding Risk

- Localized job descriptions prepared
- Candidate experience aligned to market expectations
- Remote onboarding process defined
- Time-to-hire benchmarks understood
- Local HR or employee support considered



Rate your confidence \_\_\_ / 5

# Cultural & Operational Risk

- Time zone collaboration strategy defined
- Manager capability for cross-border teams assessed
- Reporting structure for global hires clarified
- Compensation philosophy aligned across regions
- Global workforce strategy ownership assigned



Rate your confidence \_\_\_ / 5

If you are unsure about any item in this section, it may indicate an area worth reviewing before scaling into a new market.

# Your Expansion Readiness Reflection

Total Score	Meaning
0–5	Low readiness – review expansion structure
6–10	Some operational or compliance gaps
11–20	Moderate preparedness
21+	Strong expansion foundation

## Taking Your Business Global?

If you're evaluating a new market and want an expert review of your expansion plan, just reply to this email and let us know which country is on your radar.

RemoFirst provides compliant employment solutions in over 185 countries. We're here to help you navigate global hiring, compliance, and workforce strategy with ease.