

# Home search

Finding somewhere to live in another country can be difficult for individuals and families when they relocate abroad. The support available from destination services providers who specialise in home search can be invaluable.

Research indicates that identifying and arranging suitable accommodation in the destination country is one of the top ten most stressful events experienced by international assignees when relocating abroad.

## HOUSING ISSUES

When international relocation involves moving to a location where company housing is not provided, appropriate housing suitably close to the workplace needs to be researched and leases/rental agreements negotiated and signed.

It is important that rental costs fall within employers' budgets and are affordable if employees wish to meet any additional costs themselves.

The length of the lease/rental agreement and any deposit required should also be appropriate to the assignment length and allowable budget. Note should be taken of any penalties for early termination should the assignment be curtailed.

## THE NEED FOR HOME SEARCH ASSISTANCE

Help with finding accommodation is considered invaluable by international assignees. Finding a suitable property quickly reduces the length of time needed in temporary accommodation and this can aid settling in and reduce employers' costs. Local home search experts are up-to-date with the legalities of rental agreements in the destination location.

Home search consultants typically have links with other local experts such as those offering school search, local information, and dual career support services. In some cases, consultancy firms offer a package of destination services covering a wide range of local support. This is valuable as it means that home, school, dual career and other settling-in activities can operate in tandem thereby speeding up the settling-in process and raising employee productivity.

The use of home search consultants with expert local knowledge can provide a positive employee experience and assist the business to improve assignee productivity.

## FAMILY & LOCATION CHALLENGES

If the individual is accompanied by family members, housing may need to be located within a school catchment area or be within easy commuting distance of it. It may also need to be located within commuting

distance if accompanying partners and/or family members are also working.

The property should be within easy reach of local services. It might also be desirable for the assignee to live in an area where other expatriates are located to facilitate social activities.

In established expatriate areas, the demand and prices for expatriate style housing can be high. In newly emerging economies there may be little in the way of choice. Local home search experts have good relationships with real estate agents and can often source accommodation more easily at competitive prices than can a relocated individual trying to do this by themselves.

## ORGANISATIONAL POLICY SUPPORT

International assignment policies will typically contain support for housing. Typically a rental limit applies (frequently linked to family size) and employees may be required to live within a certain radius of the work site.

Initial property viewings usually take place online. Employers may offer a home search trip so that employees and families can view their final choice in person.

Organisations may use preferred suppliers who provide home search services. The fees charged are usually met by the employer.

---

To access the Mini Factsheet series visit **thinkglobalpeople.com** and find out about events, webinars and podcasts. Contact us **info@thinkglobalpeople.com**

For comprehensive information on managing Global Mobility visit our sister website **relocateglobal.com**

