

ICS Accounting

Global Solutions for Your
International Workforce



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The logo for ICS Accounting, featuring the letters 'ics' in a stylized font with a small circle above the 'i', and the word 'Accounting' below it.

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The logo for BRIARS, featuring a stylized 'B' icon followed by the word 'BRIARS' in a bold, sans-serif font.

Expanding Your Recruitment Reach

Introducing ICS Accounting Global

Comprehensive Payroll Solutions for Your International Workforce



What is Our Global Payroll Service?

Managing payroll for an international workforce can be a complex and daunting task. Each country has its own set of regulations, tax laws, and labour requirements, which can lead to significant challenges for businesses operating globally.

From navigating different currencies to adhering to diverse employment laws, the intricacies of international payroll can be overwhelming.

Our Global Payroll Service offers a centralised solution designed to simplify these challenges and ensure compliance across borders. We provide accurate and timely payroll processing, regardless of where your candidates are located.

We operate in over 100+ countries across all continents, including North America, Europe, Asia, Africa, Australia, and Latin America. Whether your workforce is in bustling cities like New York, London, or Tokyo, or in emerging markets across Southeast Asia and Africa, we've got you covered.



Compliance Management

Our service is underpinned by a strong framework designed to ensure compliance with local employment laws, tax regulations, and reporting standards across 100+ countries. This approach helps reduce the risk of penalties and legal complications, enabling you to concentrate on driving your core business objectives.



Localised Expertise

We tap into our vast network of local payroll experts, each with deep knowledge of the regulations and practices in their respective countries. This localised strategy not only simplifies payroll processing but also ensures compliance with the most current legal changes and updates.



Scalable Solutions

Whether you're managing a single employee in one country or a large team across various regions, our global payroll solutions are both scalable and customisable to fit your unique requirements. As your business expands, our services effortlessly adapt to support new hires and emerging markets.



Seamless Onboarding

Streamline the onboarding experience for international hires with our customized solutions, featuring easy payroll setup, efficient tax data collection, and expert guidance on local compliance. We provide a smooth process, ensuring new employees feel supported and ready from the very first day.



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ICS Global Services

We offer global services specifically crafted for recruiters, aimed at improving talent acquisition in international markets. Here is an overview of our suite of services;



Corporate Services

- Global Accounting Solutions
- International Tax Services
- International Payments & Banking
- International Compliance
- International Treasury & FX
- Fractional FD Solutions



Payroll Services

- Bespoke Payroll Solution Design
- All Types of International Payroll
 - Employer of Record
 - Agent of Record
 - Non-Resident Employee Payroll
 - PEO
 - Traditional Outsourced Payroll



People Services

- Global HR Solutions
- Employment Legislation
- Global Mobility Solutions
- Immigration Solutions
- M&A Integration
- Fractional HRD Solutions



Workforce Services

- Personal Tax Solutions
- IC Verification Tests
- IC Accountancy Services



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Benefits to Recruiters

As a recruiter, you can focus on what you do best—finding top talent—while we take care of the complexities of managing payroll for your global workforce.



- **Expand Your Talent Pool:** Offer jobs to candidates globally without worrying about local payroll regulations.
- **Risk-Free Expansion:** Enter new markets confidently, knowing that your payroll is compliant with local laws.
- **Faster Onboarding of Global Talent:** Our payroll service ensures quick and compliant onboarding, allowing recruiters to place candidates globally without delays, speeding up time-to-hire.
- **Boost Your Recruitment Reach:** With global payroll support, you can confidently recruit in new markets, attracting top talent without concerns over managing complex payroll regulations.
- **Enhance Employer Branding:** Offering reliable, compliant payroll services improves your reputation as a recruiter, making it easier to attract high-quality candidates who value transparency and prompt payment.
- **Reduce Administrative Workload:** Let us handle the payroll complexities, allowing you to focus on sourcing and placing the best talent without worrying about managing legal and compliance matters.
- **Higher Candidate Retention:** With consistent & timely payroll across the globe, employees experience greater satisfaction, leading to increased retention rates and improving your long-term recruitment outcomes.
- **Competitive Advantage:** By offering global payroll solutions, you differentiate yourself from competitors, positioning your agency as a full-service provider capable of handling international workforce challenges.

How to Send a Referral

Interested in referring a client or potential hire to our global payroll services? It's simple!

Reach Out To Us:

Send an email with the contact details and a brief description of the business requirements.

Candidate Introduction:

Our team will reach out to your referral for a no-obligation consultation on their payroll needs.

What Does It Mean for Your Referral?

Referring a candidate to our global payroll service means providing them with peace of mind.

They will benefit from:

- Simplified payroll processing across countries whether it's Europe, America or the Middle East.
- Compliance management handled by professionals with local expertise. Cost savings through streamlined operations.
- Access to comprehensive global payroll tools, reporting, and employee services.



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