

Common Questions on Hiring Remote Global Talent



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Navigating the landscape of hiring remote staff for any business can be challenging, with plenty of options available out there.

At Satellite Teams, we understand that it can be stressful to find the right global talent hiring partner for your company. So, in this guide, we will address common questions about hiring global talent, and our services, to help businesses make informed decisions in building effective remote teams.



1. How does Satellite Teams ensure the quality of their remote talent?

Our remote candidates go through a meticulous process involving various levels of evaluations and interviews before getting endorsed to our clients for final screening. This can include language assessment tests, competency exams, and technical tool tests depending on the role and seniority level.

2. Can we interview and choose our talent before making a commitment?

Absolutely. Our clients can interview and select candidates that best fit their requirements before making any commitments.

3. What happens when we encounter any issues or when the remote employee does not meet our expectations?

Even with the most diligent screening and interviewing process, not every person is the right fit for a company. Not to worry! We have a 90-day replacement guarantee so we can immediately find you a rockstar replacement if your current Satellite Team Member isn't working out.

4. Why does it make sense if I hire people through Satellite Teams when I can just tap any independent contractor or freelancer?

Hiring through Satellite Teams gives you access to vetted remote global talent who become integral members of your team. Unlike independent contractors or freelancers who juggle multiple clients and have different work methods, our dedicated remote rockstars are 100% committed to your business, aligning with your goals and functioning just like an in-office full-time staff.

This approach ensures not only consistent quality of work but also the development of deep, long-term relationships with team members who truly understand and contribute to your company's growth.



5. How does Satellite Teams handle time zone differences and ensure effective communication?

We manage time zone differences and communication effectively by matching our clients with candidates who are willing and experienced in working during the company's preferred hours. For example, our community association management company clients leverage this time zone difference to man the phones and emails after their regular 9-5 business hours.

6. How can we mitigate cultural differences between our in-house team and international hires?

We place a high emphasis on cultural awareness and proper business etiquette at Satellite Teams. Our remote hires undergo targeted training to understand the nuances between their local country and the US, allowing them to adapt their communication style effectively. We also have training modules where remote hires can learn the intricacies of engaging with US citizens and applying appropriate US business etiquette in professional settings.

7. What kind of roles can I hire through Satellite Teams?

Our remote global talent encompasses a wide range of roles and expertise. Whether you need professionals for back office, marketing, accounting, project management, IT, legal, customer service, and more, we make sure you find the right talent for your unique business needs.

But typically, our clients hire for these roles:

- Digital Marketing Manager
- Social Media Manager
- SEO Specialist
- Chief Marketing Officer
- Web Designer
- Graphic Designer
- Software Developer
- Contoller
- Customer Service Associate
- Paralegal
- Case Manager
- Demands Writer
- Legal Assistant
- Lien Negotiator
- Accounts Payable/Accounts Receivable
- Accountant
- Operations Manager
- Chief Operating Officer



8. How do these roles benefit our organization?

We go beyond just providing remote employees. We help our clients identify business areas and the scope of work that can be delegated to remote staff to amplify current operations. From there, we can help develop KPIs and identify key competencies tailored to their unique needs so we can bring them the right candidates.

For instance, a beauty company is looking to improve their online presence to help them stand out from the sea of competition. Satellite Teams steps in to help define the need for a robust digital marketing operation. Then, we provide them with remote digital marketing professionals skilled and experience in boosting digital visibility resulting in achieved enhanced brand awareness through social media, surge in organic search traffic, and increase in customer conversion and retention rate.

9. What security measures does Satellite Teams have in place to protect sensitive information?

We provide productivity tracking and connectivity tools to our remote employees such as Time Doctor, VoIP systems, pre-configured laptops, and more to ensure seamless collaboration and efficiency across global teams.

10. How does Satellite Teams handle legal and compliance aspects when you hire remote employees from different countries?

Compliance is one of our top priorities. We have legal experts on the ground in different countries, who are well-versed in global labor standards to ensure our full adherence to international employment laws and regulations. We take on the compliance with complex tax regulations, work permits, and employment contracts specific to each country to mitigate any legal risks for both our clients and remote hires.

11. How quickly can we get started hiring a remote employee from Satellite Teams?

We have remote professionals who are ready-for-hire anytime. We can start our easy direct hiring process as soon as you sign up with us, so you can get the perfect remote hire or team in just a matter of days.



12. How does the pricing structure work, and how can I save costs compared to hiring locally?

We provide a comprehensive monthly rate covering training, onboarding, taxes, law-mandated benefits, performance & asset management support, productivity tracking, offboarding, etc. Rates vary based on talent qualifications, location, and salary expectations. But our clients typically save over 70% on labor costs with global talent hiring.

For example, a remote paralegal from the Philippines with comparable or even better skills and experience would cost:



Mario G. ✓
Paralegal
📍 Philippines
📁 6 years of experience with US-based PI Law Firms
★★★★★
100% MATCH
\$2,120
/month



Scott M. ✓
Paralegal
📍 United States
📁 2 years of experience with PI Law Firms
★★★★★
100% MATCH
\$5,650
/month

Versus a paralegal hired through traditional hiring methods locally.

13. Are there any hidden costs or long-term commitments?

Our services are completely transparent, offering straightforward pricing without any hidden fees, long-term commitments, or upfront payments. Working with us is completely risk-free.



14. How do we make sure our remote hire receives PTOs, health insurance, and other benefits?

We take care of it on your behalf. Our remote hires receive comprehensive benefits, including PTOs, health insurance, and mandated benefits as part of our all-inclusive rate. We have a network of trusted benefit providers and offer ongoing support for any questions or concerns. Doing this allows us to prioritize the convenience and peace of mind for both our clients and remote team members.

15. Does Satellite Teams provide support during your remote employee's onboarding?

Yes, Satellite Teams facilitates the onboarding and training process for remote hires. During this time, we ensure regular touchpoints with the client to address any support needs that may arise, allowing for a smooth transition for both the remote employee and the employer.

16. Are you allowed to provide any bonuses or commissions to our remote hire?

Definitely! We understand the importance of incentivizing exceptional performance, so our clients are allowed to provide any bonuses or commissions to remote hires as they see fit. Not only that! We also offer guidance on structuring and implementing bonus or commission plans. Satellite Teams can also facilitate the payout of incentives, so you don't have to worry about the logistics.



Start building your Satellite Teams today.

Book a free consultation now.

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