Expatriate Taxation & Global Mobility Training Course

Professional Development Training Course Outline

Category	Taxation and Revenue	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Expatriate Taxation & Global Mobility Training Course offers a comprehensive exploration of the intricate tax and compliance issues that arise when employees work or relocate across international borders. It provides participants with a detailed understanding of how cross-border employment affects personal and corporate taxation, payroll administration, and social security obligations. The course examines critical topics such as dual residency, tax equalization and protection policies, and the management of global mobility programs within multinational organizations.

Participants will gain practical insights into employer obligations, including withholding tax requirements, reporting standards, and the coordination of international payroll systems. The course also emphasizes the interplay between home and host country taxation, highlighting how tax treaties, double taxation relief mechanisms, and social security agreements can be effectively applied to minimize tax exposure and compliance risks. In addition, the training addresses best practices in expatriate compensation structuring, covering aspects such as allowances, benefits, and incentive packages designed to align with both corporate goals and employee welfare. It also explores immigration regulations, compliance monitoring, and risk management strategies for globally mobile workforces. By the end of the course, participants will be equipped to design and manage efficient, compliant, and tax-effective global mobility programs.

Programme Curriculum

Expatriate Taxation & Global Mobility Training Course

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Course Objectives

By the end of this course, participants will be able to:

1. Understand the fundamentals of expatriate and international employee taxation.
2. Analyze the tax implications of cross-border employment arrangements.
3. Apply double taxation relief provisions for expatriates.
4. Evaluate tax equalization and tax protection policies.
5. Manage employer payroll withholding and reporting obligations.
6. Understand social security coordination under bilateral agreements.
7. Implement effective mobility tax compliance frameworks.
8. Identify residency and permanent establishment issues.
9. Assess the impact of global mobility programs on corporate taxation.
10. Integrate immigration, tax, and HR compliance policies.
11. Apply tax treaty provisions related to employment income.
12. Manage risks in international assignment planning and repatriation.
13. Develop global mobility strategies aligned with tax efficiency goals.

Target Audience

This course is ideal for:

- Global mobility and HR professionals
- Tax advisors and consultants
- Payroll and finance managers
- Accountants and auditors
- Corporate legal and compliance officers
- Expatriate program administrators
- International assignment coordinators
- Revenue and tax authority officials

Course Duration: 5 days

Course Modules

Module 1: Fundamentals of Expatriate Taxation

- Understanding expatriate and non-resident taxation

- Determining tax residency and domicile
- Worldwide income vs. territorial taxation
- Income sourcing rules and tax thresholds
- Common expatriate tax challenges
- Case study: Tax treatment of dual-resident employees

Module 2: Double Taxation Relief and Treaties

- Application of tax treaties to employment income
- OECD Model Convention Article 15: Employment income
- Relief through credit and exemption methods
- Managing dual residence and tie-breaker rules
- Tax treatment of fringe benefits and allowances
- Case study: Avoiding double taxation under a tax treaty

Module 3: Tax Equalization and Protection Policies

- Overview of tax equalization and tax protection concepts
- Designing fair and compliant expatriate compensation packages
- Hypothetical tax systems and policy implementation
- Employer vs. employee tax liabilities
- Managing tax reconciliation and shadow payrolls
- Case study: Structuring a tax equalization policy

Module 4: Payroll, Withholding & Compliance Obligations

- Employer responsibilities in host and home countries
- Shadow payroll setup and coordination
- Reporting and remittance requirements
- Social security and pension contributions
- Risks of non-compliance and penalties
- Case study: Cross-border payroll compliance

Module 5: Social Security & Employment Law Integration

- Bilateral and multilateral social security agreements
- Totalization agreements and exemptions
- Impact of secondments and short-term assignments
- Employer obligations under different jurisdictions
- Harmonizing employment law and tax compliance
- Case study: Managing social security for EU assignments

Module 6: Taxation of Employee Benefits & Incentives

- Treatment of housing, relocation, and travel benefits
- Stock options, share plans, and equity-based compensation
- Taxation of bonuses and deferred income
- Host country vs. home country benefit taxation
- Reporting and valuation rules
- Case study: Taxation of cross-border stock option plans

Module 7: Global Mobility Program Management

- Strategic planning for global assignments
- Policy development and governance structures
- Risk assessment and compliance monitoring
- Aligning mobility policies with business strategy
- Managing short-term and virtual assignments
- Case study: Designing a compliant global mobility framework

Module 8: Emerging Trends and Future of Mobility Taxation

- Remote work and digital nomad taxation
- Impact of global tax reforms (BEPS, Pillar One & Two)
- Technology and automation in expatriate tax compliance
- Data protection and confidentiality in global mobility
- Sustainable and equitable mobility practices
- Case study: Global mobility in a post-pandemic world

Training Methodology

- Expert-led presentations and interactive discussions
- Real-world case studies and simulations
- Group exercises on expatriate tax scenarios
- Policy drafting and compliance workshops
- Practical demonstrations on payroll and treaty application
- Continuous feedback and performance evaluation

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.com or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to FINESKILL TRAINING CENTER account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
07 Sep 2026	11 Sep 2026	Physical	$1,500
14 Sep 2026	18 Sep 2026	Physical	$1,500
21 Sep 2026	25 Sep 2026	Physical	$1,500
28 Sep 2026	02 Oct 2026	Physical	$1,500
05 Oct 2026	09 Oct 2026	Physical	$1,500
12 Oct 2026	16 Oct 2026	Physical	$1,500
19 Oct 2026	23 Oct 2026	Physical	$1,500
26 Oct 2026	30 Oct 2026	Physical	$1,500

Ready to enroll or request a customized program? Book online or contact us:

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