

# Global Mobility Management

## Certificate of Advanced Studies (CAS)



**Building Competence. Crossing Borders.**

# The Program

## Interdisciplinary and International: A Recipe for Success

Interdisciplinary knowledge in global mobility management to plan, implement, and manage international employment relationships.

### BACKGROUND

The world of work in the 21st century knows no boundaries. At the same time, the international employment is becoming increasingly diverse and complex. Alongside traditional employment relationships, there are now international assignment agreements, employment contracts with operatives based beyond national borders, e.g., international weekly commuters, cross-border commuters, or short-term residents, as well as external consultancy contracts. In addition, there are modern forms of employment, such as home-based working and complex remuneration options, such as employee participation programs.

For the planning and implementation of global personnel assignments and the development of comprehensive assignment strategies, companies need global mobility managers with interdisciplinary expertise.

The CAS in Global Mobility Management is a comprehensive, highly specific program of global mobility management education and training.

Participants acquire broad knowledge in the areas of labor and immigration law, freedom of movement law, corporate law, as well as international social security and tax law. Practical cases and a comprehensive case study also provide the organizational skills required for strategic and operational planning, implementation, and handling international employment relationships.

### LEARNING GOALS AND BENEFITS

Successful graduates of the CAS program:

- are familiar with the basics of Swiss and international labor, licensing, social security, and tax law.
- recognize and are able to analyze the legal consequences of international employment relationships within a company.
- are familiar with the practical problems surrounding international employment relationships.
- are able to manage autonomously their personal development in the field of global mobility management by means of relevant specialist and commentary literature, as well as case law.
- are able to communicate effectively using terminology specific to global mobility management and structures common to the business world and consulting practice.
- are able to make complex (organizational) decisions in the field of global mobility management, identify and assess new mobility issues that arise, and act accordingly.
- possess the necessary interdisciplinary and transformative skills to ensure compliance with data protection regulations and can, when necessary, recommend and implement appropriate corrective measures.

### TARGET AUDIENCE

Individuals requiring practical, interdisciplinary expertise in global mobility management, such as:

- global mobility managers in small and medium-sized enterprises (SMEs) and international companies;
- level consultants, senior consultants, assistant managers, and managers in auditing and consulting firms;
- fiduciary experts with an international orientation or those offering administrative services for cross-border cases; or
- human resources managers in SMEs who, because of their broad range of responsibilities, are also required to evaluate international employment issues.

# Program Structure and Content

## A broad range of teaching and learning techniques

Benefit from the global mobility management experience of our instructors.

### MODULE OVERVIEW

<b>MODUL 1</b> 6 ECTS-Credits	<b>MODUL 2</b> 6 ECTS-Credits
<b>Basic Modules</b>	<b>Expert Modules</b>
<ul style="list-style-type: none"><li>– Types of International Employment and Assignment</li><li>– Swiss Labor Law</li><li>– International Implications of Labor Law</li><li>– Immigration Law</li><li>– Social Security Law</li><li>– International Implications of Social Security Law</li><li>– Swiss Tax Law</li><li>– International Tax Law</li></ul>	<ul style="list-style-type: none"><li>– Labor Law Implications of International Work Assignments and Contracts</li><li>– Compensation Strategies and Allowances</li><li>– Immigration Law: Issues and Application</li><li>– Social Security Law: Issues and Application</li><li>– Tax Law: Issues and Application</li><li>– Assignment Policy</li><li>– Integrated Case Study</li></ul>

### METHODOLOGY

This CAS program is characterized by its methodological diversity. In addition to lectures, discussions, and study of the relevant literature, participants scrutinize selected practical cases as well as undertake a comprehensive case study in the field of international mobility management. By analyzing real-world scenarios, participants will develop their skills and apply newly acquired knowledge in a practical context. CAS in Global Mobility Management is Switzerland's first certified global mobility management program.

### INSTRUCTORS

Classroom sessions are taught by experienced specialists with a proven track record in the field of global mobility management, and by university lecturers at ZHAW with subject-related and educational qualifications.

A detailed course program can be found here:

>>> [www.zhaw.ch/zus/cas-gmm-en](http://www.zhaw.ch/zus/cas-gmm-en)

# Contact

We look forward to advising you personally.



**Dr. Lothar M. Jansen**  
attorney-at-law,  
Senior Lecturer

## HEAD OF PROGRAM

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## ADMINISTRATION AND ADMISSIONS

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## About Us

### ZHAW SCHOOL OF MANAGEMENT AND LAW (SML)

ZHAW Zurich University of Applied Sciences is one of the largest multidisciplinary universities of applied sciences in Switzerland, with over 12,000 students and around 3,000 employees. The ZHAW School of Management and Law (SML) is one of Switzerland's leading business schools, offering internationally recognized Bachelor's and Master's degree programs and a well-established, needs-oriented range of continuing education programs.

### CENTER FOR CORPORATE AND TAX LAW (ZUS)

The Center for Corporate and Tax Law (ZUS) consists of experienced faculty and staff as well as external lecturers. It includes qualified lawyers, tax advisors, and federal tax experts in the field of corporate and tax law. Practical relevance is a key component of the center's strategy and permeates all its activities in the school's degree programs and continuing education programs as well as in consulting and research. The Center also collaborates with established partners from science and industry.

>>> [www.zhaw.ch/zus](http://www.zhaw.ch/zus)

# Organizational Details

## What you need to earn your diploma

Find out more about our admission requirements and register early to secure a place on our program.

### ADMISSION REQUIREMENTS

The Certificate of Advanced Studies (CAS) program is aimed principally at graduates from universities, universities of applied sciences, and professional and technical colleges (FH, HTL, HWV) in possession of a diploma, licentiate, Bachelor's, or Master's degree. Practitioners with equivalent academic qualifications and several years of professional experience are also welcome to apply. Admission is granted by the Head of Program and is subject to the program's academic regulations. For further details, see:

>>> [www.zhaw.ch/zus/continuing-education](http://www.zhaw.ch/zus/continuing-education)

### REGISTRATION

To register for the program, visit our website:

>>> [www.zhaw.ch/zus/cas-gmm-en](http://www.zhaw.ch/zus/cas-gmm-en)

### PROGRAM DATES

The program dates are available online:

>>> [www.zhaw.ch/zus/cas-gmm-en](http://www.zhaw.ch/zus/cas-gmm-en)

### WORKLOAD

To achieve the defined learning goals, participants should plan to spend approximately 190 hours on self-study in addition to classroom attendance. This workload is an average figure and may be smaller or larger depending on the participant's previous knowledge. Self-study includes reading key literature, additional tasks for classroom sessions, and preparation for and completion of performance assessments. If you have any specific questions about the time commitment required, please do not hesitate to contact the Head of Program.

### TIMETABLE AND LOCATION

Classes take place every two weeks on Fridays from 8.45 am – 12.20 pm and 1.45 pm – 5.20 pm, and on Saturdays from 8.45 am – 12.20 pm at the ZHAW School of Management and Law campus, a short walk from the main railway station in Winterthur.

### LENGTH OF PROGRAM

15 days of class work over a period of five months.

### LANGUAGE OF INSTRUCTION

Classes and course materials are exclusively in English.

### QUALIFICATION

After successful completion of the program, participants receive a Certificate of Advanced Studies in Global Mobility Management worth 12 ECTS credits (European Credit Transfer System). To qualify, students must attend a minimum of 80 percent of all classroom sessions and complete both performance assessments successfully.

### TUITION FEES

CHF 7,900. Tuition fees include course and study materials but not food or drink on attendance days. Retaking exams or repeating modules will be charged separately.

### GENERAL CONDITIONS OF PARTICIPATION

For the general conditions for participation in continuing education programs at the ZHAW School of Management and Law, see:

>>> [www.zhaw.ch/sml/atb-wb-en](http://www.zhaw.ch/sml/atb-wb-en)

Zurich University  
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