COALITION OF IRISH IMMIGRATION CENTERS

IRISH DIASPORA CENTER

MOVING TO IRELAND

A SEMINAR SERIES FOR THOSE CONTEMPLATING A MOVE TO IRELAND

Employment

PANELIST:



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Teleflex®

Partners

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Session 3: Employment



Colin Curran, MBA, MSc OD, FCIPD, is the VP of Human Resources, EHS & Enterprise Excellence Global Supply Chain for Teleflex, located in Athlone, Ireland.

Teleflex is a global provider of medical technologies designed to improve the health and quality of people's lives. We apply purpose driven innovation - a relentless pursuit of identifying unmet clinical needs - to benefit patients and healthcare providers. Our portfolio is diverse, with solutions in the fields of vascular access, interventional cardiology and radiology, anaesthesia, emergency medicine, surgical, urology and respiratory care. Teleflex employees worldwide are united in the understanding that what we do every day makes a difference. For more information, please visit teleflex.com.

I am in my current role for the last 10 years where I am responsible for HR, EHS plus Enterprise Excellence activities across Teleflex's Global Supply Chain. These activities include transfers, integrations, organization development, key talent development, change management, workforce planning etc.

Teleflex®

Global Supply Chain consists of procurement, manufacturing plus logistics and distribution. I am responsible for approximately 11,000 employees located in 25 locations including US, Mexico, Czech, Germany, India, China, Malaysia, Belgium.
I hold an MBA from University of Limerick, an MSc in Organization Development from Birkbeck London, BEng from Bolton University and Diplomas in Executive Coaching, Strategy, Training & Development, IOD, Project Management and Employee Law.
I am a member of Institute of Directors, Institute of Leadership and Management, Irish Institute of Training & Development, British Psychological Society, and Fellow member of the CIPD.

The Coalition of Irish Immigration Centers

The Coalition of Irish Immigration Centers advances its members through collaboration and education to benefit the Global Irish in the United States.

Collaboration

Works within a committee structure to examine the needs of the Global Irish in the United States, as well as strengthen the impact of its membership.

Learning

Provides impactful learning opportunities for its membership & diaspora partners on timely topics relevant to the Irish community.

Sharing

Sources and distributes current, accurate and reliable information on U.S. immigration policy and enforcement.

Cultivation

Cultivates and strengthens ties with Irish Diaspora groups globally through strategic interactions and collaborative opportunities.

Irish Diaspora Center

The Irish Diaspora Center's mission is to strengthen our heritage by providing the Irish Diaspora in the Greater Philadelphia area with consular, immigration and community-building social services.

Advocacy

- US Immigration & Legal Services
- Mental Health Services
- Case Management
- Irish Diaspora Educational Alliance

Community

- Senior Citizen Programming
- Foroige & Youth Programs
- Gathering Space for Community Groups

Discovery

- Geneological Courses
- Traditional Story Telling for Families
- Heritage Programs

Disclosure Information

The information and resources shared in this presentation are intended for general information purposes only. Each individual circumstance will result in specialized research and planning as it relates employment and considering a move to Ireland.

We hope you use the information presented as a starting point for your own research. We encourage you to reach out to organizations and support services mentioned to make a specified plan, based on your needs for your intended move.

The panelists and organizations involved accept no liability whatsoever for any action taken in reliance on the information in this presentation.

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Employment

US - Ireland Relocation

Primary Considerations

- Immigration
- Relocation
- Tax implications
- Potential pitfalls



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Working remotely for a US company while living in Ireland

Factors to consider:

- Citizenship – are you legally authorised to work in the US?
- Visa requirement – assess embassy requirements based on nationality.
- Payroll & taxation – register as a tax resident and ensure you are compliant with both countries' taxation laws.
- Proof of employment – current or new employer will need to provide supporting evidence.

A resident employee who carries out some duties in Ireland and some duties abroad

"You should deduct Income Tax and USC from all of your employee's income. Your employee may also be liable to pay tax on their employment income abroad. This may result in them paying tax on the same income twice and at the same time. If so, they may be able to claim a credit during the tax year for the non-refundable foreign tax deducted." (Revenue, 2023)

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Immigration

- While various elements may start concurrently, the procurement of the Irish visa/work permit drives the timeline of the transfer.
- If you are not from the EEA, Switzerland and the UK, you must obtain a visa and employment permit to live and work in Ireland. A job offer is required to obtain a work permit.
- Ireland offers various permits for specialties, but the most commonly used are the Critical Skills Employment Permit (CSEP) and General Employment Permit (GEP)
    - Each has its own qualifying requirements and restrictions, including timeline for eligibility for permanent residency, but both take ~3 months to process and costs ~4,000 USD with the assistance of immigration counsel.
- To ensure compliance, most companies use outside immigration counsel in country or have dedicated in-house expertise to coordinate the visa and work permit filings on behalf of the company and the employee.

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Relocation Logistics & Support

- Industry standard is to provide a relocation package for international transferees. Common elements are:
  - Immigration support
  - Relocation/travel allowances
  - Host location destination service provider (home finding, area tour, school search, settling in, etc.)
  - Household goods shipment
  - Temporary transitional accommodations/transportation
  - Spouse/partner acclimation assistance
  - Tax assistance and services

To ensure compliance and to provide a consistent and efficient experience to our transferees, Teleflex (like many companies) outsources all relocation logistics and management to a global relocation partner.

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Tax Implications

- Most relocation benefits-in-kind (BIK) are considered taxable earnings to the employee in the US, and many are considered taxable in Ireland.
    - The employer is responsible for reporting these earnings to the applicable tax authorities, through payroll or other means, to ensure that they are captured in the employee's year-end tax documentation (i.e., US W-2 and Irish P60.)
    - It is at the employer's discretion whether the employee or the employer assumes responsibility for the taxes. If the employer covers the taxes, the taxes may also be taxable, so a tax gross up calculation would be required.

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Tax Implications (cont'd)

- An employee may work remotely for a US company while living in Ireland (and vice versa), but there are likely to be tax implications after a certain duration. Treaties exist between the two countries to minimize double taxation; however, the employer has legal obligations to report earnings timely in both countries and withhold applicable taxes.

- This scenario will typically require advice from an expatriate tax professional to ensure compliance with all US and Irish tax regulations.

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Potential Pitfalls

- Timing issues – delays with immigration processing, supply chain delays impact on household goods shipment, etc.
- Unexpected costs – unforeseen relocation needs, extended temporary living due to tight housing market, tax gross up, etc.
- Spouse/family issues – difficulty finding or securing desired housing or school accommodations; family discontent or inability to settle comfortably in new country.
- Tax implications – reporting compliance for the company, possible double taxation for company and/or employee

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Secondary Considerations

- Current Job Market
- Strategies for finding work
- Business brought to Ireland
- References



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Current Job Market - Ireland

Sources: CSO (2023), Irish Independent (2023), RTE (2023)

- As of Q2 2023, the employment rate for persons aged 15-64 years was 74.2% – the highest rate recorded since 1998 (CSO, 2023).
- The estimated Labour Force (i.e., the sum of all persons aged 15-89 years who were either employed or unemployed) stood at 2,764,200 in Q2 2023, a rise of 3.4% (89,800) from Q2 2022.
- As of Q3 2023, there was approximately 25,500 job vacancies in the Republic of Ireland (Statista, 2023).
- Currently, it is viewed by many recruiting professionals as an 'employees' market' in Ireland, with organisations seeking and competing for top talent.

What major sectors are currently hiring?

- Significant opportunities available in the IT sector, Healthcare & Medical Devices, Science and Engineering.
- Despite development of AI in the technical sector, there has been a surge in demand for IT & digital workforce.

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Strategies for Finding Work in Ireland

- Focus on the sector that you are hoping to find a role
- Seek out support from Recruitment Agencies - Employment and Recruitment Federation (ERF) website
- Job posting sites in Ireland - (Irish Jobs, Indeed, Jobs.ie)
- Utilize social media and LinkedIn to create network connections
- Attend virtual & onsite recruitment days within the industry to seek out opportunities
- Create connections with colleagues and peers - may increase consideration for future opportunities

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Obtaining Work Authorization in Ireland

- Contact the Department of Enterprise, Trade and Employment (DETE)
- Review eligibility, requirements and the type of permits you should apply for, depending on your circumstance
- DETE provide a checklist to support application process - Checklists to assist with permit applications
- The application for any employment permit must be received at least 12 weeks before the proposed employment start date
- There is an approximate turnaround timeframe of 5 weeks for visa applications
- Supporting documentation from your current or new employer will be required to support the application process

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Can a Business Be “Brought” to Ireland

- In order to relocate a company in Ireland, it is necessary to deregister from the local institutions where the legal entity performed its activities and to re-register in the new jurisdiction (Ireland, in this case).
- Numerous companies operating in other jurisdictions have taken the decision to relocate to another country, which offered a more competitive environment.
- Reasoning such as the consumer and talent market as well as the quality of life in the respective country may be appealing to seek out this prospect.
- Companies in Ireland can obtain numerous grants and funds from Enterprise Ireland, the main institution which handles foreign direct investments.

Source: Ireland Company Formation (2023)

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Questions

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Find your local Coalition center here: bit.ly/3sTcLAy

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Upcoming Topics

Jan 30: Education Access

Feb 27: Immigration Factors

Mar 26: Personal Anecdotes & Building Networks

Apr 30: Housing & Packing Up

May 28: Retiring to Ireland

Jun 25: Cross-Atlantic Time Split

Missed a session?

Request post session materials here:

bit.ly/40tbUqb

- ✓ Financial Considerations (9/26)
- ✓ Where to Start - Research (10/24)
- ✓ Health Care (11/28)

Scan to Reg

Schedule

Monthly Zoom sessions
6.00 pm EST / 3 pm PST
Registration required:
bit.ly/45DoB3l

Questions?

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