

Global Assignment Safety: Strategy and Support

Global mobility creates valuable opportunities for organizations and their people, offering exposure to new markets, cultures, and professional experiences. At the same time, assignments—particularly in less familiar or higher-risk locations—introduce health, environmental, and safety considerations that benefit from thoughtful planning and coordinated support. For mobility leaders and HR teams, supporting assignee safety is a key part of delivering a successful assignment experience. A proactive, well-structured approach helps reduce uncertainty, support employee well-being, and maintain continuity throughout the assignment.

Building a Safety Ecosystem: Key Stakeholders and Roles

Supporting assignee safety is a shared responsibility across mobility teams, HR partners, external specialists, and relocation suppliers. Coordinated collaboration across these groups helps ensure employees have access to appropriate resources, guidance, and support before, during, and after the assignment.

Many organizations partner with external risk management providers who offer expertise in navigating unfamiliar or complex environments. These partners may support threat analysis, planning and response coordination, helping mobility teams strengthen preparedness and provide additional layers of support for assignees and their families. Each stakeholder plays a role in helping organizations anticipate potential challenges, implement appropriate safeguards, and create a more stable and supported experience for assignees.

Roles Across the Safety Ecosystem

Company (Mobility & HR Teams)	Security Providers	Supplier Ecosystem
• Ensure location-sharing tools are available on company-provided devices • Provide access to documented emergency and evacuation plans (digital and hard copy)	• Offer consultations, training and location-specific guidance • Support protective services and transportation planning, as needed • Assist with emergency preparedness and response planning	• Conduct safety reviews of housing, schools, and daily commutes • Provide vetted transportation options and trusted local contacts • Support registration processes and access to local resources (e.g., embassies, emergency kits)

Safety Pillars for Global Assignments

When managing assignments in new or complex locations, mobility leaders benefit from a structured and comprehensive approach to safety. The following pillars reflect key areas organizations commonly address to support employee well-being and assignment success.



Risk Assessment and Pre-Assignment Planning

- Country- and city-level considerations, including political environment, natural events and local crime trends
- Health-related factors, such as disease prevalence and availability of medical infrastructure
- Individual considerations for each assignee, including role visibility, responsibilities, and local perceptions



Security Protocols and Physical Support

- Access to secure transportation options, including vetted drivers and route planning where appropriate
- Housing considerations such as controlled access, monitoring systems, and overall safety of the surrounding area
- Worksite security measures designed to support a secure and consistent environment (checkpoints, controlled entry, perimeter defenses)



Training and Awareness

- Cultural and situational awareness training to support day-to-day navigation
- Preparation for more complex environments (e.g. Hostile environment awareness training – HEAT), where applicable
- Guidance on personal safety and situational awareness strategies



Health and Medical Support

- Access to healthcare resources and emergency medical support, including evacuation services where needed
- Availability of first aid training and medical kits
- Mental health resources to support well-being in more demanding environments



Communication and Monitoring

- Check-in processes and tools that help maintain regular communication
- Established communication plans to support coordination during unexpected events
- Connection points with local resources, including embassies and consulates



Emergency Response and Contingency Planning

- Predefined response approaches, including evacuation routes and safe locations where appropriate
- Plans to support relocation or adjustments if conditions change
- Coordination with local authorities and security partners



Post-Assignment Support

- Debriefing and reporting to capture insights and experience
- Access to continued support, including mental health resources if needed
- Ongoing review and refinement of safety processes based on learnings

Best Practices for Supporting Assignee Safety

Mobility and HR teams often implement a range of practices to support employee safety and preparedness throughout the assignment lifecycle. These approaches help create a more consistent and well-supported experience across locations.

- Provide country-specific, situational, and emergency preparedness training
- Support clear and well-communicated contingency and evacuation plans
- Ensure access to safe housing, schooling and transportation options
- Establish reliable communication channels and access to real-time updates
- Offer international medical coverage and access to healthcare resources, including mental health support
- Incorporate tools and technologies such as AI-powered risk assessment tools, wearable safety devices, and virtual reality training to enhance preparedness and response
- Promote wellness resources for employees and their families
- Consider evolving environmental factors, including extreme weather and local conditions
- Regularly review and update safety processes to align with changing needs and best practices



Conclusion

As global assignments continue to evolve, maintaining a thoughtful and adaptable approach to safety helps mobility leaders effectively support their people. Regularly reviewing processes, incorporating new tools, and collaborating across internal and external partners enables organizations to respond to changing conditions with confidence.

Next Steps

To strengthen your organization's approach to global assignment safety, begin by reviewing current processes and identifying opportunities for alignment across mobility, HR, and external partners.

Focus on building clear communication pathways, supporting ongoing training, and maintaining flexibility as conditions evolve. A coordinated and proactive approach helps ensure employees feel supported throughout their experience while enabling organizations to deliver successful, sustainable assignment outcomes.