

Global Mobility:

Delivering Practical, High Impact Support for the Offshore Energy Workforce

Mobilising global talent in the offshore energy sector is becoming increasingly complex. Rising regulatory demands and geopolitical instability are accelerating risk exposure and tightening the margins on critical operational schedules.

Strengthening your offshore workforce strategy

We recognise these challenges and provide proactive, commercially-focused guidance to minimise risk, maintain full compliance and protect against unnecessary financial exposure. By working collaboratively with you and your key stakeholders, we can develop tailored, forward-looking solutions.



PLANNING & PROJECT REVIEW

End to end project scoping and planning support to ensure compliance from the outset:

- Assess project scope, crew deployment, and jurisdictional exposure to determine all obligations and requirements
- Provide country by country tax, social security, and reporting requirements
- Deliver tailored tax and social security advice aligned with project needs



MULTI-JURISDICTIONAL TAX OBLIGATIONS

Managing the tax implications of offshore work across multiple locations:

- Clarify how offshore working days, territorial waters, and vessel location impact tax and residency treatment
- Provide guidance on contract structuring and aligning payroll with cross border tax and social security obligations
- Assess income tax liabilities based on where work is performed
- Manage multi-jurisdictional reporting obligations across different territories through trusted global network



SPECIALIST PAYROLL SUPPORT & ADVICE

Ensuring full compliance with all regulatory obligations:

- Advice and support on payroll requirements that cross multiple jurisdictions
- Shadow payroll solutions, keeping you compliant with local and international tax rules
- Support to integrate payroll processes with your HR, finance and project teams, creating a smooth, coordinated workflow across the business



INTERNATIONAL SOCIAL SECURITY

Support for social security rules affecting offshore employees and mariners:

- Evaluate international social security agreements, including A1 certificates and Certificates of Continuing Liability (COC)
- Interpret and apply mariner specific social security regulations, recognising the distinct framework governing mariners working on vessels

Why choose us?

An end-to-end service

We provide a fully integrated advisory service, supporting your organisation from the tender process through to the mobilisation of crew and full regulatory compliance oversight.

Innovative Technology

Our platform leverages the latest technology to streamline processes, enhance efficiency, and deliver actionable insights.

Global Reach

With a deep understanding of key global markets, we are sensitive to the unique nuances of each region. We have teams in over 109+ countries meaning we can support you wherever you need us to.

Expertise

Leveraging deep sector insights, we bring specialised knowledge of the industries we serve, ensuring that our solutions are not only technically sound but also aligned with the latest trends and challenges in your specific market.

Tailored Solutions

We combine global reach with local expertise and knowledge to provide tailored solutions for individuals and organisations.

People Led

Our team are at the heart of our service delivery and passionate about helping our clients navigate the complexities that arise from cross-border working.

Working seamlessly across Azets and Blick Rothenberg, our Global Mobility team supports organisations at every stage of their international journey — from those expanding globally for the first time to established businesses already managing complex cross border workforces.

We combine deep technical expertise with the scale and reach of an international advisory network. Together, we deliver tailored, commercially-focused solutions that ensure compliance, reduce risk, optimise costs and support long term strategic growth. Our collaborative approach means clients benefit from local insight, global capability and a unified service built around the unique needs of the offshore energy sector.

Contact us today to learn more about how we can help you to strengthen your offshore energy workforce strategy.



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