

# Take our word for it.

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I stepped off the plane at Logan Airport a bit bewildered and in awe of Boston. However, I knew as soon as I walked into the offices of RSM McGladrey that I had made the right decision in taking full advantage of the opportunity offered to me by coming to the USA.

The work consisted of exposure to two types of client in the real estate industry, each bringing with them different challenges and new areas that I had not covered before. The audit principles learned in my studies and acquired through my experience in South Africa stood me in good stead for these audits, albeit that I had never applied them to clients in this industry before.

The culture in the Boston office is very different to what I am used to in Johannesburg. The work is also very different and this secondment increased my knowledge and awareness of the auditing profession in a different jurisdiction.

An added benefit was the extras that were provided. Not only did they organise social events for secondees, they also assisted with living arrangements, which helped me settle in very quickly and enjoy what Boston had to offer.

I hope the secondment programme continues its success in sharing valuable resources between the firms on an international level and providing staff with the opportunity to meet new people and experience work in different countries.

**KC Rottok Chesaina**  
Partner - Technical & Advisory  
Short-term secondment (Jan-March 2009) from RSM Betty & Dickson, South Africa to RSM McGladrey, USA

Looking back three years ago, I was daunted by the prospect of a relocation from London to Singapore. However, from the very start of the secondment, I was achieving what I'd set out to achieve, and I haven't looked back since.

I was primarily interested in having a more face-to-face role in assisting the 15 member firms in the Asia Pacific region with quality assurance matters and with RSM alignment processes. Whilst there are certain merits in performing this role from London over a telephone, this approach is not the most effective for those firms adopting or aligning with RSM requirements.

Being able to work closely with partners and staff who are actually responsible for implementing policies and procedures within each firm is certainly one of the main advantages of this secondment. This of course helps to gain familiarity with many different cultures and environments. It also helps to raise awareness of the various challenges each firm is facing and ensuring these are reflected within RSM at an international level when developing new global policies and procedures.

On the social side, the partners and staff helped me settle in to what I now call home, helped me to become familiar with all Singapore has to offer and immediately made me feel part of their firm, and not an outsider. Without a doubt, this has been the best decision and career move I have ever made.

**Kevin Chowdhay, Technical Manager**  
Long-term secondment from RSM Executive Office, London to RSM Asia Pacific region based in Singapore

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Contact:  
**Judit Petho**  
Chief Operating Officer

Global Executive Office  
2nd Floor  
11 Old Jewry  
London EC2R 8DU  
United Kingdom

T +44 (0)20 7601 1080 F +44 (0)20 7601 1090  
E [rsmcommunications@rsmi.com](mailto:rsmcommunications@rsmi.com)  
[www.rsmi.com](http://www.rsmi.com)

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## RSM International Secondment Programme



Find inspirational  
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with RSM

## About us

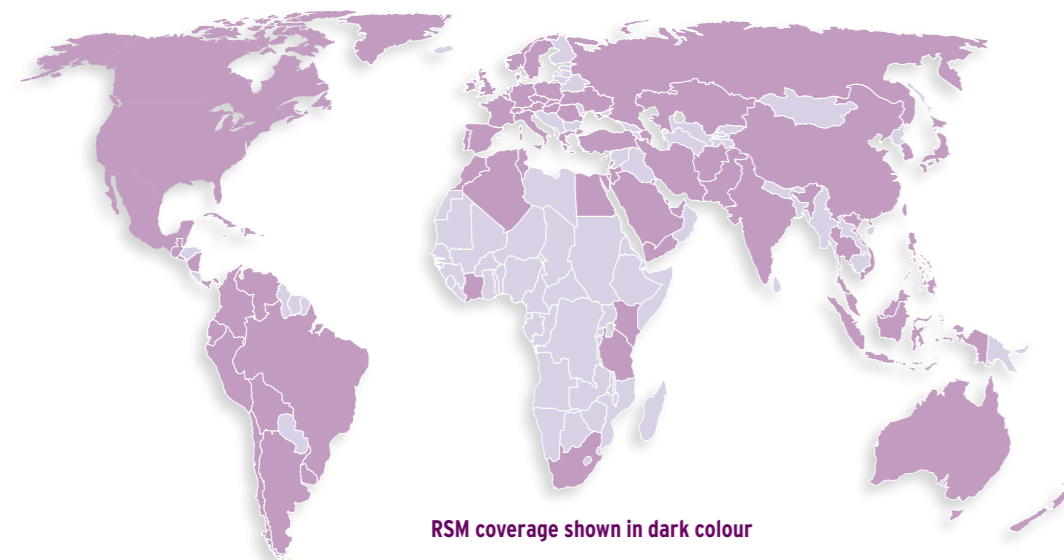
RSM International is a worldwide network of independent professional services firms providing audit, tax, consulting and specialist advisory services to ambitious growing organisations around the globe.

Together, RSM member firms create an exceptional global community who are united by a common desire to provide the highest quality of services to their clients. High standards, common work ethic and clear focus make our member firms valuable partners to their varied client base worldwide.

We recognise the **value** international **experience** brings.

## Global presence

RSM International spans the globe. Our network has over 736 offices, in over 76 countries worldwide and more than 32,000 people on hand to serve clients. We have member firms in North and South America, across Europe, in Africa and the Middle East, and throughout the Asia Pacific region. For a full list of firms visit our website [www.rsmi.com](http://www.rsmi.com)



## Quality

Above all else, we believe in quality. Providing quality services to clients goes hand in hand with ensuring we provide a challenging and rewarding environment for staff.

There are over 32,000 people working within the RSM network and each and every one has a unique offering. We believe in using this talent to the optimum and sharing technical and local expertise to broaden both clients' and employees'

experience with RSM. Our member firms support international secondments. They recognise the advantages a secondee can bring to their business and recognise the value international experience brings to their people and their firm.

Retaining good staff is a challenge for all major international firms as the global war for talent escalates. Some countries have an acute shortage of qualified professionals and in some regions specific technical abilities are in demand.

As an international network, however, our member firms' clients want reassurance that their advisers have the required technical expertise in all of the countries in which they operate. Through our formalised international secondment programme we can leverage the wealth of talent within the RSM network, enabling us to respond to these needs.

## Diversity

The world of professional services could not be more diverse. Regulatory and cultural differences apply to all service lines. Whether it is tax legislation in South Africa or advertising protocols in Latin America, every country has unique requirements and the scope to learn from their international neighbours.

The RSM International guidance on international secondments exists to ensure that our top quality, highly rated staff can fulfil their desires for diversity, both culturally and professionally, while remaining in the RSM community.

From partner to newly qualified audit, tax or consulting professional, your experience, personal strengths, commitment and willingness can carry you along a rewarding and personal experience that is second to none. If you are a high performer with an ambition to succeed, a secondment could be right for you.

### Types of secondment

There are three main types of secondment: short-term, long-term and strategic.

1. Short-term secondments are typically for a period of less than 12 months and are generally similar to a training programme to enhance specialist skills, cover busy periods or complete specific projects.
2. Long-term secondments are for a period in excess of 12 months and most commonly 18 months to three years. These secondments have long-term objectives for both the secondee and the two member firms. These objectives include increasing awareness of international services to all parties, developing and nurturing bi-cultural personnel, enhancing an individual's professional development and creating an international interface for cross-border clients.
3. Strategic secondments provide opportunities for individuals to work abroad and share their specialised skills and experience with member firms of RSM who have a demand in particular areas. This type of secondment provides an important benefit to all parties.

## Opening the door to **global opportunities**

## Opportunity

Of course the advantages to employees are numerous. Top of the list is the personal enrichment a secondment can bring. The experience of living and working in another part of the world cannot be overestimated. Career enhancement and job satisfaction are also clear benefits.

A secondment can provide you with an added depth of professional exposure that will inevitably enhance your personal career. Of course there is stability too. You can look forward to new intellectual challenges and new social experiences without losing the security of being supported by your firm.

## Satisfaction

This is about personal satisfaction. RSM has the foresight to realise that if we help you develop to your full potential and reach your ambitions, it is a win-win for both you and RSM.

RSM International has developed guidance for international secondments for individuals and firms with open positions. The RSM International Executive Office will work with you and your RSM Regional Leader to help you through the process.

If you believe a secondment could be right for you, please contact your HR department or lead partner.