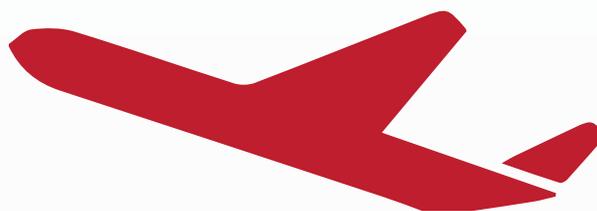


LINKED

A CANCHAM PUBLICATION - BRINGING CHINA AND CANADA CLOSER TOGETHER

Tips from an expatriate and repatriates coach.

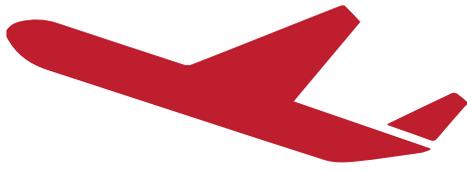
Do you know your **personal import** limits?



Repatriating.

How to prepare for life back in Canada.





Repatriating.

The thought of searching for a career move in Canada after a lengthy overseas assignment is daunting. The most important piece of advice is one that you probably received when you first arrived in China: don't expect things to be the same here as in the place you came from. Your Canada search strategy will not be the same as it would be in China.

Cast a big net

The majority of executive jobs in Canada are largely shared through professional networks and word of mouth. Networking is key to finding out what opportunities exist. Be part of multiple and varied networks and do volunteer work. Marketing your personal brand through word of mouth is vitally integral and when your name is mentioned by independent sources multiple times, you become top of mind. Give to the network as much as you take quid pro quo. This

encourages your network to seek you out for market intelligence but will create positive buzz around your brand that you have something to contribute to others. The aim is to gather opportunities through your network but also have your connections to be your advocates. Be proactive in asking for information or introductions from your existing network. Executives in transition are often surprised at how willing people are to help when asked. Two popular cross functional executive networks are Phoenix Executive Network (www.phoenixexecutivenetwork.com) and Strategic Capability Network (www.scnetwork.com).

“ Marketing your personal brand through word of mouth is vitally integral and when your name is mentioned by independent sources multiple times, you become top of mind. ”

Target boutique and national search firms

Most executive positions with strong brands in China are in the hands of global executive search firms, particularly if global headquarters is involved in the selection process. Utilize your existing search con-

USEFUL TIPS

Taking money out of China.

At the airport...

- ▶ You must declare USD 5,000 or equivalent at customs
- ▶ You can take with you max USD 10,000

Other money transfers...

- ▶ You can transfer out of China USD 50,000 yearly.

Is my SIN deactivated?

If you have been abroad for an extended period of time and **have not filed a tax return in over 5 years**, your SIN might be deactivated. Find out [here](#) or call Service Canada at 506-548-7961.

Health insurance & more

Make sure to reinstate your Health Care and find out all other important information about moving back to your home province or territory. Visit their website:

Alberta
British Columbia
Manitoba
New Brunswick
Newfoundland
Nova Scotia
Northwest Territories

Nunavut
Ontario
Prince Edward Island
Quebec
Sastatchewan
Yukon

tacts in China for introductions back in Canada. In an established, mature market like Canada, consultants have established professional brands that transcend their firms, which allow them to pack up their Rolodex and open boutique executive search consultancies. Fee flexibility, existing trust make the smaller, lesser known consultants viable options for search projects. If search projects go to consultants, the majority of them are managed by boutique, regional or national firms. Make relationships with them!

Keeping in Touch

Following up is important and a lot of work. Most people use a tracking system to note the last correspondence with a networking contact or search consultant. Send a personalized follow up note, referencing the last meeting you had and what you've been doing since. Your marketability as an executive increases when others see that you are being proactive. Most importantly, add something of value such as market intelligence. This encourages people to read your note, reconnect with you and take notice of your future correspondence. I discourage executives from writing something along the lines of, "I'm reconnecting with you because I've taken some time off or I just got back from vacation." A comment like that will not endear you to the reader as they've probably been going non-stop while you were taking your time off.

"You don't have enough Canada Experience"

The reality is that many Canadian hiring managers and search consultants have this mindset ... though it is illegal to say so! While you are seeking your next full time career opportunity, look towards interim executive assignments as a means to gain Canadian experience and network into a company/industry. In communicating your profile, focus on your corporate pedigree. The brands that you represented are likely to have global standards and practices that are highly sought after. Also focus on the size of the business or the projects you were engaged in while on assignment. The size, scope and complexity of projects, whether it be acquisitions and integration, start up initiatives, market entry are probably larger and more complex than what many Canadian businesses have seen. Your resume and LinkedIn profile should reflect what you've done and not where you did it, particularly if you haven't had an opportunity to introduce your profile personally first. LinkedIn tag lines are vitally important. It should succinctly communi-

cate key messages and will largely determine whether someone further engages with you. Be explicit that you are looking for the next opportunity or are open to interim assignments. Decide what you want people to remember about you - function, position, company or industry focus.

Finding a satisfying new career back is difficult but doing so 6000 miles away in China and out of the Canadian job scene are added challenges. However, these preceding tasks are relatively simple compared to also navigating the mental andw emotional transition of repatriating to your home country. We'll address these issues in our next column ■



Lawrence Chi coaches expatriates and repatriates to grow professionally and personally. After a successful 20 year senior executive career in China, he and his family moved back to the Greater Toronto Area. For more information, please contact him at chilawrence@yahoo.ca.

PERSONAL LIMITS

Alcohol

You are allowed to bring in all of the following amounts of Alcohol:



Tobacco

You are allowed to bring in all of the following amounts of tobacco :

- ▶ 200 cigarettes
- ▶ 50 cigars
- ▶ 200 grams (7 ounces) of manufactured tobacco, and
- ▶ 200 tobacco sticks.

Arriving with CAN\$10,000 or more

- ▶ You must report amounts of currency equal to or greater than CAN\$10,000. *There are no restrictions on the amount of money that you can bring into or take out of Canada.