

Case study

Vigilant immigration expertise, customized for remote locations



The immigration landscape changes frequently and unpredictably, and is often associated with long processing times and penalties for violations. This is why our customers value our vigilant expertise, helping them achieve compliance and ensure a great experience for their relocating employees.

Services

- Immigration
- Moving services
- Program administration

Applicable to

- International relocations
- Program management



Challenge

Our client, a Finnish industrial paper manufacturer, had a need to relocate a number of its employees overseas to support the establishment of a new paper production facility in Beihai, China. Unlike many of China's major cities, Beihai had a lengthy, complicated and opaque regional work and residence permit process. Due to its remoteness, the city also had extremely limited facilities for expats in terms of housing, schooling and entertainment. This made local hiring a challenge.



Solution

Liaising with the local government authority directly, Crown's Immigration team thoroughly investigated Beihai's visa process requirements. This led to the creation of a customized immigration template. Designed to streamline the process and experience for the relocating employee, it also provided a blueprint for processing any future staff changes. Crown also provided "on-the-ground support" during the peak relocation period – moving staff to Beihai from its Chengdu office – and included an immigration specialist to work directly with local government officials to ensure compliance and a smooth transition for relocating employees and families.



Results

Crown successfully and compliantly acquired work and residency permits for all relocating employees, navigating the local visa application process and overcoming unforeseen challenges such as qualification gaps. As a result of Crown's immigration support, the relocating employees have helped establish an operational chemi-thermomechanical pulp mill in Beihai, which now has an annual capacity of 450,000 tonnes.