

Your business is only as successful as the people behind the operation. That's why you need to recruit and hire top employees in Chile quickly to get your subsidiary off the ground. It's also necessary to meet every Chile employment compliance rule to ensure your business does not incur any hefty fines or get shut down. Here's what you need to know about hiring employees in Chile.

Recruiting in Chile

As more people have access to and use the internet, recruitment is changing. While many companies used to work with recruitment agencies, more are advertising their own positions online. Jor Chile is one site that aggregates postings from different job boards and offers services to both recruiters and companies. You may be able to post your jobs on these sites for free or pay for a premium listing that puts your jobs first. Large businesses will also publish available positions on their website.

If you want additional eyes on your advertisement, you should pay for a classified ad in a local newspaper, such as El Mercurio. El Rastro is another popular option, as it's a biweekly classified paper. If you're interested in hiring expats, you should advertise on websites specifically catering to this group.

The job landscape has also changed, with more Chileans seeking temporary employment and freelancing jobs. With a high unemployment rate, many locals will seek out jobs or work with a recruitment agency. This tendency means you may fill positions quickly but will have to offer incentives to draw candidates away from other options.

Laws Against Discrimination in Chile

During the recruitment stage, any decisions you make not related to the requirements and qualities necessary for the job are considered discrimination and barred by law. You cannot ask about race, sex, age, marital status, trade union membership, or anything else that is not necessary to know for the position.

You should always keep a lengthy paper trail during the recruitment process as you have the burden of proof when defending yourself against discrimination claims. Make sure you can show supporting documents and evidence that the candidate did not meet the requirements and possess qualities necessary for the job.

How to Hire Employees in Chile

The process starts with setting up your subsidiary or working with a global PEO such as Globalization Partners to hire employees on your behalf. If you hire Chile employees on your own, you'll first need to extend an offer letter that outlines whether you are offering a gross or net annual salary. Most salary negotiations are assumed to be in net monthly terms.

Once you reach an agreement, it is best practice to draft a strong, written employment contract in the local language. You can outline the specifics of the employee's compensation, benefits, and termination requirements. Compensation amounts should always be in pesos.

Chile Employment Laws

Chile has multiple employment laws you need to know before hiring employees in the country. These laws vary based on what kind of workers you employ. Part-time employees can work up to 30 hours per week. Fixed-term employment agreements, whether part-time or full-time, go up to 12 months and can extend up to 24 months for employees with a technical position or a title from a nationally recognized educational institution.

You can also hire an independent contractor, but you'll need a written employment contract. Hiring foreign employees is slightly more complicated. You'll have to file a visa application with the Chilean immigration authorities to get a temporary visa authorizing someone to [live and work in Chile](#).

Onboarding in Chile

Once you hire employees in Chile, you'll need to onboard them. The onboarding process is

similar in almost every country. Start by reviewing the terms of the employment contract before the employee's first day. You can also go over any other expectations for the job such as working hours, dress code, and more.

Several steps can make the onboarding process go more smoothly. Hire a translator if you need to, or fly to Chile yourself with other top executives to make the new subsidiary feel like an integral part of the parent company.

Benefits of Hiring Outsourcing in Chile

One of the most significant benefits of Chile hiring outsourcing is that you can save valuable time. Globalization Partners, a global PEO, can hire your employees on your behalf. You won't have to [start a subsidiary](#) to employ workers when you partner with us. We'll help you find top talent and start your business quickly. We also act as the Employer of Record to put any risks on our shoulders instead of yours.

Work With Globalization Partners To Expand Globally

Save time and money by choosing a [global PEO](#) to help you hire your employees. [Contact Globalization Partners](#) today to learn more about our Chile hiring outsourcing services.