

## Networking in the heart of Europe

*International Dual Career Network now present in Brussels*

**The International Dual Career Network (IDCN) has recently launched a new location in Brussels, Belgium. The initial event, held by Total on June 24th, brought together 31 jobseekers with HR representatives from member companies like Nestlé, Mars, Coca Cola, Futurestep, Huxley and Bright Expats. The Brussels location brings IDCN's networks now up to 11 locations all over the world.**

For many couples and families, mobility plays an important role in their professional lives. It is not uncommon that one partner takes a job in a new location that uproots the whole family and often leaves one partner on the search for a new job in a foreign jobmarket. This is certainly true for a location like Brussels, an ex-pat hotspot with numerous international organisations, companies, NGOs and associations. But such a move is not without stress or difficulties. This fact is well understood by *Total*, states HR representative Karine Kaczka : « Women today are increasingly likely to pursue high-powered careers and national or international mobility is often part of the equation. Our role as HR professionals is to consider these changes and put in place all the resources necessary for people to embark on a new professional adventure without stress. By joining IDCN and launching a new chapter in Brussels, we're signaling how important we think it is to successfully negotiate relocations involving families. »



For *Nestlé*, which was one of the founding members of IDCN in the Lake Geneva region in 2011, it was no question to also be a part of the new Brussels network. Odile Ledesert from *Nestlé* explains : « Brussels is known as one of the most expat-friendly cities in Europe or

even the world, but the issue of professional development for trailing spouses still remains here as elsewhere. Many local companies (including ours) tend to require a mastery of both Dutch and French for their employees, but this first IDCN event has shown to all participants that there are also many employers which require only English as their working language, thus opening numerous opportunities for the great pool of talent created by the internationally relocated spouses. I am sure many other companies will join the network now that it is launched. We will welcome them with open arms."

The next networking event will be hosted by *Mars* in October. *Mars* has been a corporate member of IDCN since 2013. « With an increasing number of assignees into Belgium (currently 150) we realised there was a real need to support our population's spouses with the search for employment. IDCN was the perfect solution and we are very happy to partner with other great organisations to create a mutual solution for both the spouses and local employers, » says Alex Viljoen from the company.



IDCN is a global Non-Profit Association of companies, NGOs and academic institutions in different locations. It was first launched locally in Lake Geneva region in 2011 (pilot) by Nestlé, Philip Morris International, Ernst & Young and the Vaud Chamber of Commerce (CVCI).

It expanded globally in 2012 driven by Nestlé, Philip Morris International, Ernst & Young, L'Oréal and Cargill. IDCN is now present in 10 different cities and is developing in other locations with a growing number of members. 18 global organizations and almost 70 local entities are now part of the IDCN throughout the world.