Cogstate Navigates International Employment Regulations with Confidence

Industry	Region	Use case	G-P Solutions
Biotechnology	**APAC**	**Enter new markets**	**G-P Meridian Prime™**

About Cogstate

For 20 years, Cogstate has supported the research needs of biopharmaceutical companies and academic institutions, and the clinical care needs of physicians and patients around the world. The company provides digital assessment of cognition that support the development of new therapeutics and provide earlier brain health insights in clinical care. Cogstate also offers quality assurance services for clinical trial endpoints. Headquartered in Melbourne, Victoria, Australia, the Cogstate team is comprised of 200 global employees.

"

With G-P's support, we confidently ensure compliance. This helps us engage with the best candidates for the job even in new geographical areas."

Jessica Teunissen
Manager, People & Culture
Cogstate

Unlocking opportunities with G-P

Cogstate optimizes cognitive assessments to support the development of new therapeutics and provide earlier brain health insights in clinical care. When the Australian-based company needed to hire talent in a new country, it recognized the importance of partnering with an Employer of Record (EOR).

An EOR partnership would ensure smooth operations, adherence to local regulations, and handle legal presence establishment, payroll, taxes, benefits administration, and compliance matters for regional team members. Cogstate sought recommendations from a local HR consulting firm, which suggested collaborating with G-P, a recognized leader in the global employment industry.

Ensuring compliance, fostering team unity

With G-P's support, Cogstate's leadership team has the expertise they need to ensure the company is adhering to local regulations. This comprehensive compliance management has helped reduce key uncertainties and risks associated with operating in international markets.

"Knowing that local terms and conditions are meticulously complied with is so helpful," explained Jessica Teunissen, Manager, People & Culture at Cogstate. "Employment law can be challenging to navigate in countries where you lack familiarity. With G-P's support, we confidently ensure compliance. This helps us engage with the best candidates for the job even in new geographical areas."

"

Our partnership with G-P helps us attract fresh talent. G-P also allows us to support the seamless transition of our existing team members should they opt to relocate, ensuring satisfaction, ongoing professional development, and sustained growth for our organization."

Jessica Teunissen
Manager, People & Culture
Cogstate

Cogstate's leadership also values how G-P's services and support play an important role in fostering a sense of belonging and unity within the company's culture, ensuring a seamless integration of global team members.

"No matter the country they reside in, our team members receive comprehensive support," Teunissen said. "We love that our international team members feel fully integrated into our daily operations and are embraced as part of our 'family,' regardless of employment details being managed by G-P."

"Cogstate will continue to engage with the best candidates for the job regardless of geographical boundaries," added Teunissen. "Our partnership with G-P helps us attract fresh talent. G-P also allows us to support the seamless transition of our existing team members should they opt to relocate, ensuring satisfaction, ongoing professional development, and sustained growth for our organization."

"

We love that our international team members feel fully integrated into our daily operations and are embraced as part of our 'family,' regardless of employment details being managed by G-P."

Jessica Teunissen
Manager, People & Culture
Cogstate

About Us

With the industry's #1 Global Growth Platform™, we help companies find, hire, onboard, pay, and manage team members, quickly and compliantly, to expand growth opportunities for everyone, everyone – without setting up local entities.