

ARTICLE HR INSIDER

International Mobility Update – January 2026 Edition

Dear HR Community,

As part of our commitment to supporting global talent development, we are excited to present the **rebranded International Mobility Framework**. This updated framework brings greater clarity and consistency to our international mobility policies.



This document, available on [MyIpsen](#), is an interactive document supporting development opportunities within Ipsen and increasing transparency and visibility when it comes to our international mobility policies.

The framework includes:

- 3 Core policies:
 - **International Short-Term Assignment (ISTA)** – 3 to 11 months
 - **International Long-Term Assignment (ILTA)** – 1 to 5 years
 - **International Permanent Transfer (IPT)** – local permanent position
- 3 Additional guidelines for commuting (cross-border movement – applied for Global roles only), International remote working (up to 20 days per year) and IPT “Follow a partner” abroad.
- **In addition, we added a decision tree** to guide **you HR** in international mobility policy choice between assignments (ISTA/ILTA) and local contract (IPT).



Key Figures for 2025

Our International Mobility team has continued to deliver strong results this year:

~ **200** new mobility initiations in 2025 across all policies and guidelines (slightly down from 2024, but with higher complexity) of which 146 active moves (+8 pts vs 2024).



Gender diversity: ~70% of assignees are women (+7 pts vs. 2024).



12 Commuters (mostly to HUB France).



~ **90** International Remote Requests: of which 92% approved (+10 pts vs 2024).



Top destinations: Europe (73%), North America (9%), MEA (5%)



Top divisions: R&D, International and HR



Family support: ~70% of moves include family relocation (more challenging).

SPARK Program

Launched in **2024**, the mobility team works in collaboration with TA/C&B on the SPARK program which objective is to accelerate global talent development:

- **10** SPARK assignments completed in 2025.
- **5** new ones planned for 2026.

Looking Ahead

In 2026, we will continue to enhance our processes, strengthen compliance, and enhance the employee experience based on the feedback collected through our recent mobility satisfaction survey.

Stay tuned for more updates in 2026!

Joelle Greenwold & Clémence Tarroni

Global International Mobility team