



Lexchange

International Secondment Program

4 Weeks to Grow Beyond Borders

2025



Your Global Tax Partner

WHAT IS LEXCHANGE?

- [Lexchange](#), originally developed by our German Member Firm **Flick Gocke Schaumburg**, is a **short-term** secondment program designed to **enhance mobility** and **collaboration** within Taxand.
- Building on the **strength** and **simplicity** of the concept, we are **expanding the program internationally** to allow more Taxanders to benefit from this enriching experience.
- Lexchange enables selected professionals to spend **around 4 weeks** (recommended 2–6 weeks) working from another [Taxand Member Firm's office abroad](#).
 - During this period, **secondees continue supporting their home client work while also being actively involved in host firm projects**, ensuring a balanced workload and valuable international exposure.
- Unlike a longer-term transfer or routine business travel, Lexchange is designed as an **extended business immersion**: secondees remain employed and paid by their home firm, while gaining first-hand experience in a new environment and **building lasting professional connections**.

WHAT ARE THE MAIN BENEFITS?



For Secondees

- Personal and professional growth through international exposure
- Development of technical expertise and practical skills by actively contributing to host firm projects
- Broader perspective from experiencing different working cultures and practices
- Enhanced visibility and career profile within Taxand
- New professional relationships and an expanded internal community



For Member Firms

- Stronger collaboration and trust across Taxand firms
- Return on investment through secondees bringing back technical knowledge and insights applicable to local projects
- Access to diverse perspectives, best practice sharing, and fresh approaches
- Opportunity to identify and develop future leaders through mobility
- Potential for cross-border client opportunities and joint projects



For Taxand Global

- Reinforcement of our global community and shared identity
- More integrated and seamless cross-border service delivery
- Development of the next generation of international tax leaders
- A dynamic, collaborative internal culture that enhances retention and engagement

WHAT ARE THE MAIN RESPONSIBILITIES?

Sending Firm

- Continues salary and social contributions
- Covers travel and accommodation costs
- Ensures continuity in IT support and access to home systems
- Coordinates with the host firm to define objectives and expected outcomes of the secondment
- Ensures workload is balanced so that secondees can dedicate sufficient time to host firm projects
- Follows up regularly with the secondee during the exchange to ensure wellbeing, learning progress, and smooth integration

Hosting firm

- Provides workspace, onboarding, and integration support
- Grants IT/infrastructure access as required
- Involves secondees actively in relevant local projects to provide technical exposure and learning opportunities
- Facilitates participation in meetings, training sessions, and networking activities
- Supports secondees in practical matters (accommodation, settling-in guidance) where possible
- Shares feedback with the sending firm on the secondee's contribution and development



Taxand Global Team

- Facilitates the matching process between sending and hosting firms
- Acts as support system for both firms throughout the experience
- Promotes secondees' experiences internally and externally to strengthen visibility and impact

WHAT IS THE APPLICATION PROCESS?

1. Identify Candidates Internally

- Each firm may set its own internal guidelines for selection.
- Firms may choose to prioritise candidates with at least 4–5 years of experience, ensuring sufficient professional maturity, but are also free to nominate more junior associates if they see fit.

2. Submit Application via Taxand Global

- All applications must be submitted using the attached Taxand Global application form.
- Send the completed form to the Taxand Global Team (julia.nazzareno@taxand.com), copying the Partner in charge.

3. Host Firm Matching

- The Taxand Global Team facilitates the matching process between the sending and hosting firms.
- The Taxand Global Team acts as the main support system throughout, ensuring alignment and smooth coordination.

4. Finalize Agreement & Logistics

- Both firms sign the standard secondment agreement (see *attached Template*).
- Hosting firms assist with accommodation and practical arrangements where possible.

5. Secondment Execution (≈4 Weeks)

- The secondee works from the host office, continuing to support their home client work while being actively involved in host firm projects.
- A balanced workload is ensured to allow contributions to both sides.
- The sending firm follows up with the secondee during the exchange to monitor wellbeing and progress.

6. Post-Secondment Sharing

- Host and sending firms are encouraged to promote their secondee's experience internally and externally.
- The Taxand Global Team conducts a short interview with the secondee and shares highlights across communication channels.
- Feedback is exchanged between the host and sending firms to capture learnings and impact.

THEY EXPERIENCED LEXCHANGE!



MAIN CONTACT FROM THE TAXAND GLOBAL TEAM



JULIA
NAZZARENO

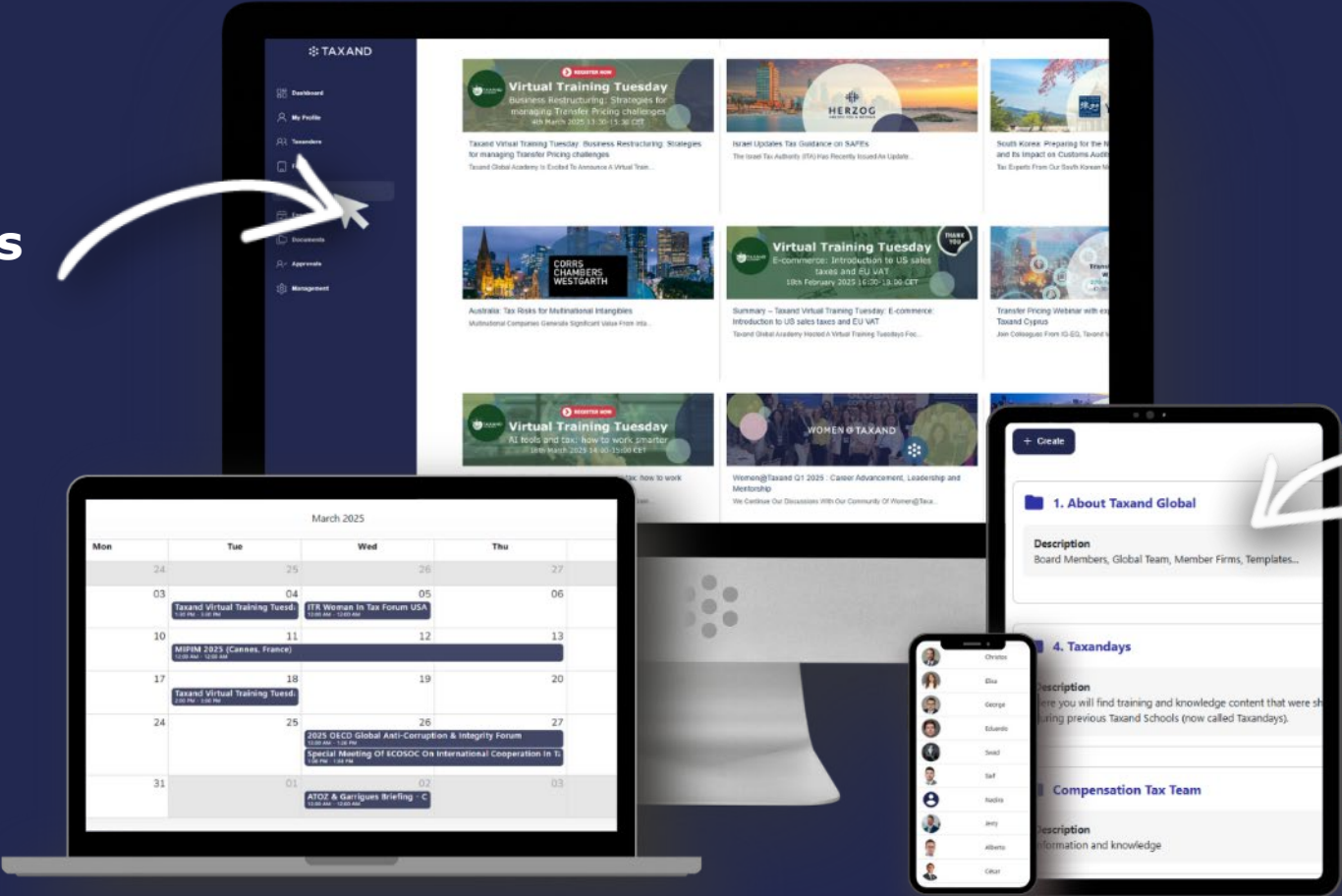
Learning & Development Manager

T: +33 6 47 03 90 27

E: julia.nazzareno@taxand.com

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Overall there are more than 700 tax partners and over 3,000 tax advisors across 50 countries, focussed on understanding you and your business needs; collaborating to deliver tailored, practical local and international tax advice, in consideration of your strategic goals.

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