

Setting up your Bermuda Presence

When setting up a physical presence in Bermuda, **BDS** provides a bespoke service. With a unique experience and a public-private background, the **BDS** on-boarding service provides a coordinated one-stop-shop facility, connecting industry professionals, government & regulatory officials and service providers avoiding the disjointed run-around often experienced in these situations.

The Lay of the Land

Before you even start – let's have a chat. We know how to do business in Bermuda. We know the players, the government and the regulators. We have unique, cross-sector understanding of the Bermuda business environment. We will answer questions you have about the jurisdiction and doing business here. And you don't just have to take our word for it. We'll open the doors so you can speak directly to the aforementioned officials or your peers and competitors.

Once you've decided to proceed, there are a number of factors you should consider. These include:

Employment Contracts

The [Employment Act 2000](#) is the governing statute. **BDS** will partner you with the most appropriate service provider (lawyer and/or employment specialist) for your particular need. We have built enviable relationships with the service providers and can acutely match your needs with the best provider for the job.

Finding Staff

The **BDS** team has tentacles across Bermuda and through its various industries. It is ordinarily preferable to find a qualified Bermudian (or legal equivalent) to fulfil your role and **BDS** can help with that. If no suitable Bermudian can be found, we can help with permit transfers, international sourcing and relocation.

Immigration

This can be an absolute minefield without the right help. **BDS** partners with the most appropriate immigration specialist as well contacts within the Department of Immigration. Specific considerations include:

- Placement of recruitment adverts, and clarification as to why there are no appropriate Bermudians available.
- Collation of necessary documentation (police certificates, health certificates, entry and exit visas, etc.).
- Compiling, submitting, negotiating and tracking work permit applications.
- Permission to Reside and Residential Certificates.

Ancillary Services

If you have real, live people working for your company, under the [Employment Act 2000](#), there are requirements to be satisfied. Not the least of which is that you have to pay them!

You will need to establish a compliant payroll structure. You must provide a mechanism for payroll tax, social insurance, health insurance, pensions and potentially other benefits at your discretion.

BDS has excellent links with the islands pension and healthcare providers as well as outsourced payroll professionals.

Physical Premises

Depending on the size requirement, **BDS** itself can help with providing physical premises. The team also has all the required information on the contemporary commercial real estate market and excellent relationships with the agencies and business landlords. **BDS** will help you find the right place on the right terms.

Once you've got your place, we'll help you find the right interior designers, office furniture and equipment suppliers.

IT, Communications & Technology

You are going to need a phone with appropriate contracts, data, connectivity to an exchange server, roaming plans and wifi. You'll need a swipe card. You may have more sophisticated IT requirements such as a bespoke server, teleconferencing, etc. We can get you the right people.

Taking Care of Business

Now that you have people and a place, you need to get on with your business. As you would expect from a well-regulated jurisdiction, Bermuda has a set of legislation, rules and regulations with which you must comply. **BDS** professionals have appropriate corporate governance experience and access to a pristine and world-renowned group of corporate service providers. Corporate governance, company secretarial, directorship, accounting, trust and management services are all within our network.

*This is just a high-level overview of some of the factors to be considered when coming to Bermuda. There will be many nuances that are unique to your situation. **BDS** can walk you through all of this.*

Get in touch.

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