



CRN Corporate Relocations

West Africa

Relocating Executives to Nigeria



Presentation to:

SARA

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Presentation Agenda

- About CRN Relocations West Africa,
- Organization Chart & Service Delivery Model
- Overview of Nigeria as an Expat Location
- Challenges
- Managing Local Challenges/Cultural insights
- Open Discussion / Questions and Answers



About CRN Corporate Relocations West Africa

- Local company registered in Nigeria with head offices in Lagos.
- Operate a consultant and account manager model. Consultants are 'in-field' with the account manager liaising directly with the relevant DSP and client to ensure the highest level of service is delivered.
- Coverage is Nigeria with employees in Lagos and Abuja.
- The rest of the large West African countries are in the pipeline for direct representation but we can sub-contract at the moment.
- Services offered range between orientation and home finding as well as cultural training and social integration.
- A full list can be found at www.relocationswestafrica.com



Overview of Nigeria as an Expatriate Location

Lagos has a large expatriate population but can be a challenge for expatriate families for the following reasons:

- ▶ **Housing** – Expensive, availability of quality secure housing relatively scarce, lease practices strongly favor the landlord
- ▶ **Driving & Traffic** - Road infrastructure has not kept pace with development and traffic congestion is a major challenge in Lagos. A driver is recommended
- ▶ **Power & Water** – subject to frequent outages, especially electricity. A generator is mandatory
- ▶ **Safety and Security** – Quality local security information key to assessing changing risk and appropriate interventions



Overview Contd.

- ▶ **Infrastructure** - transport, waste management, electricity and water networks are under strain. Bureaucracy levels are high and often time consuming
- ▶ **Corruption** – Nigeria has a reputation for corruption and fraud
- ▶ **Healthcare** – good quality Private Clinics, specialist doctors, surgeons, dentists, pharmacies available but expensive
- ▶ **Schooling** – good quality international and private schools are available in Lagos however waiting lists can be long
- ▶ **Goods & Services** – readily available and improving at a rapid rate with new shopping malls opening to compliment traditional informal traders (largely cash based)



Lagos – An Overview

- Most popular expatriate neighbourhoods = Ikoyi, & Victoria Island – located to the east of the city, accessible via a number of bridges and causeways. Lekki is increasingly becoming a location for business and expats.
- Offer a good quality lifestyle (secure housing, schooling options, amenities, shopping malls, private healthcare facilities, social and sports clubs)
- Traffic is congested between the island, the mainland and the industrial centers of the city.



Map of Lagos



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Expatriate Housing in Lagos

- Demand for quality accommodation in secure compounds is at a premium
- Apartments or semi-detached townhouses in compounds are the preferred choice for safety and lifestyle reasons



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Expatriate Housing in Lagos Contd.

- Permanent/long term housing is rented unfurnished
- It can take several weeks or even months to find and secure a suitable home. Extended hotel or temporary accommodation stays can be expected
- Temporary housing options – either hotels or furnished apartments, both are expensive
- There are significant challenges involved in renting a property in Lagos:
 - Despite changes in legislation, landlord's still typically request rental and service charges in advance for 2 – 3 year lease period
 - There is a good deal of negotiation involved – improvements need to be specified upfront and apportionment of cost agreed to (takes time!)
 - Estate agency and legal fees are high and paid by the tenant
 - Pro Landlord lease terms

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Housing in Lagos

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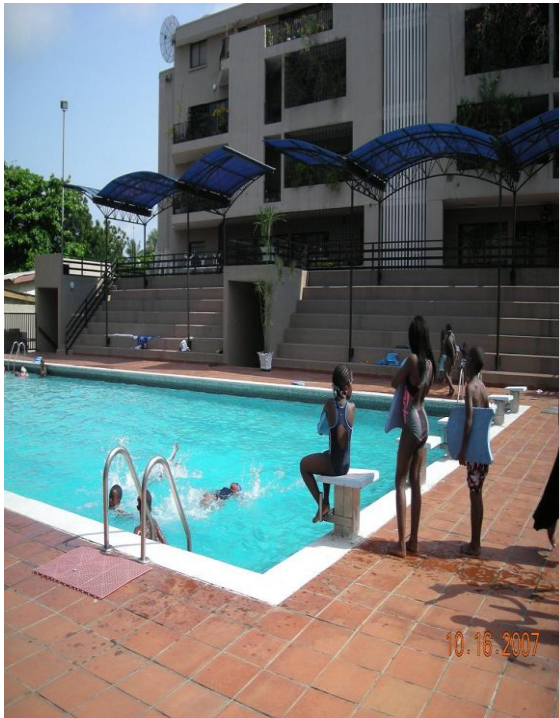
Schooling Options in Lagos

- There are a number of international and private schools in the city.
- The most popular schools for expatriate children in Lagos are: The American International School of Lagos (Victoria Island), The British International School (Victoria Island) and St Saviours School (Ikoyi)
- The curricula of the international schools follow British, American or International Baccalaureate standards and time table
- The quality of private schooling is generally high with good facilities, as well as a healthy choice of extra-curricular activities
- The cost of tuition is high - up to \$22,000 per annum
- Admissions into these schools can be competitive and preference can be given to students of a certain nationality or those who have parents employed by a certain company, organisation or government body

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American International School Lagos



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Challenges

- Housing
 - Pro-Landlord Lease Terms & Upfront Rental Payments
 - Availability, Cost & Time Taken to Secure
 - Services - Domestic Staff, Maintenance, Utilities
- Security
- Transport and Driving
- Infrastructure – power, water, roads

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Managing Local Challenges

- **Housing** – key is managing expectations and advocacy to achieve optimal lease terms including the option of CRN providing expense management services, property management services. CRN has in-house legal advice through Teni Majekodunmi.
- **Temporary accommodation** - CRN has access to good quality temporary accommodation
- **Security** - CRN, with trusted partners, can assist in coordinating:
 - Security Audits of homes - negotiating and supervising required upgrades/installations
 - Drivers and Security Personnel
 - Security Patrols and Rapid Response

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Questions and Answers



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