HAPPYDANCE

Multilingual careers website checklist

Twelve things to confirm with any provider before you commit.

Mark Yes, Partly or No and note the evidence you saw.

#	Check	Why it matters	Yes / Partly / No	Evidence
1	One content model across all languages	Pages share a structure so translations line up.		
2	Shared content with local overrides	Global content flows down; regions change only what they must.		
3	A clear region and brand hierarchy	Everyone knows who owns what.		
4	Roles and approvals by market and language	Local editors publish within their own scope.		
5	A translation workflow	Export, translate, review and import without copying and pasting.		
6	Language switcher that keeps the visitor on the equivalent page	No dumping people on the homepage.		
7	hreflang and clean URLs per language	Search engines serve the right version.		
8	Local jobs in the right language and place	Candidates see jobs they can take.		
9	Right-to-left and long-text layouts tested	Design holds in every language.		
10	Consent and legal text per region	Local requirements are met.		
11	Brand templates that lock what must not change	Brand stays consistent across brands and markets.		
12	Reporting by market and language	You can see what works where.		

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