

Your Geo-Flex Constraints Document

One page, six lines, filled in with real numbers. This is the document that turns “can I work remotely from another country” into a specific, checkable answer instead of a guess.

Educational, not tax or legal advice. Confirm anything that affects your filing status with a qualified tax professional. Companion article: enroutejobs.com/blog/location-constraints-doc-remote-work

1 Passport & Visa Rights

Where can you legally enter, and under what status? Note visa type, length of stay, and whether it allows remote work for a foreign employer.

Country / countries under consideration and entry status

2 Day-Count Budget

Your planned day count in each country this year, checked against that country's specific threshold, not a flat 183.

Days this year

Days last year

Days two years ago

3 Home State Exposure

Does your employer sit in a convenience-of-employer state (New York, Pennsylvania, Delaware, Nebraska, Connecticut, or reciprocal New Jersey)? Note any necessity documentation you would need.

Employer's state and convenience-rule exposure

4 Employer Entity Limits

Which countries does your employer currently support for payroll, and how flexible has that list been in practice?

Supported countries and how the list has changed

5 Connectivity Floor

A specific minimum, not “good wifi.” Name the number.

Minimum acceptable connection speed / reliability standard

6 Timezone Floor

The overlap window you can sustain without wrecking your sleep for a year.

Minimum overlap hours and whose clock they're measured against

Revisit this document:

Every time a contract renews, a role changes, or a country's rules shift. A constraints doc filled in once and never reopened is only marginally better than not writing one.

Ready to search with your constraints in hand?

Browse jobs with disclosed location policies at enroutejobs.com/jobs