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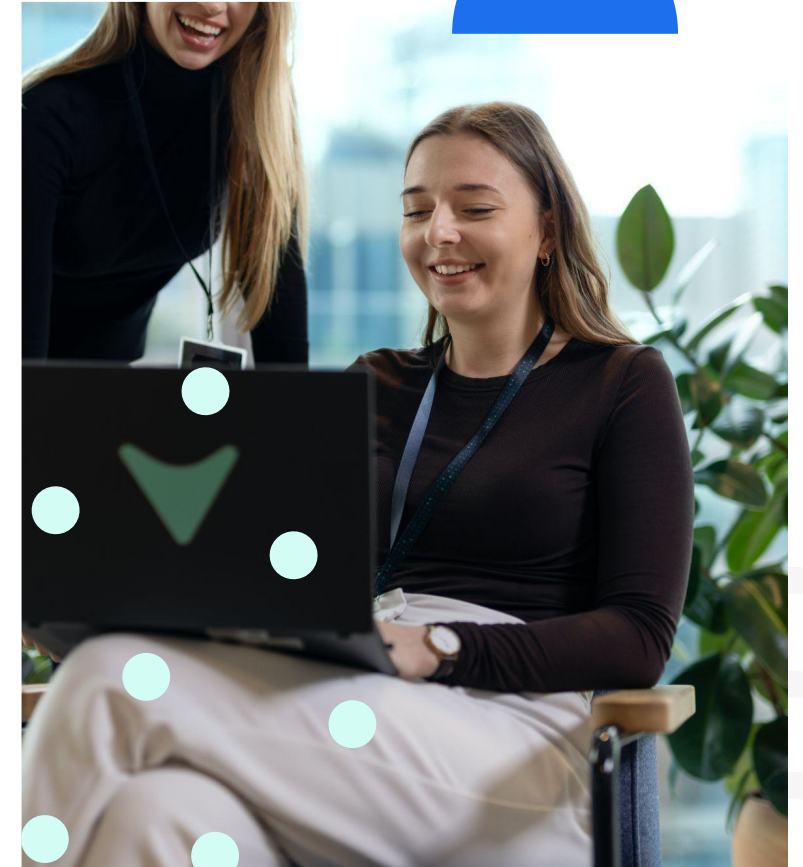
Moving to Germany for Work: What You Need to Know

VIALTO
PARTNERS



Contents: German immigration insights

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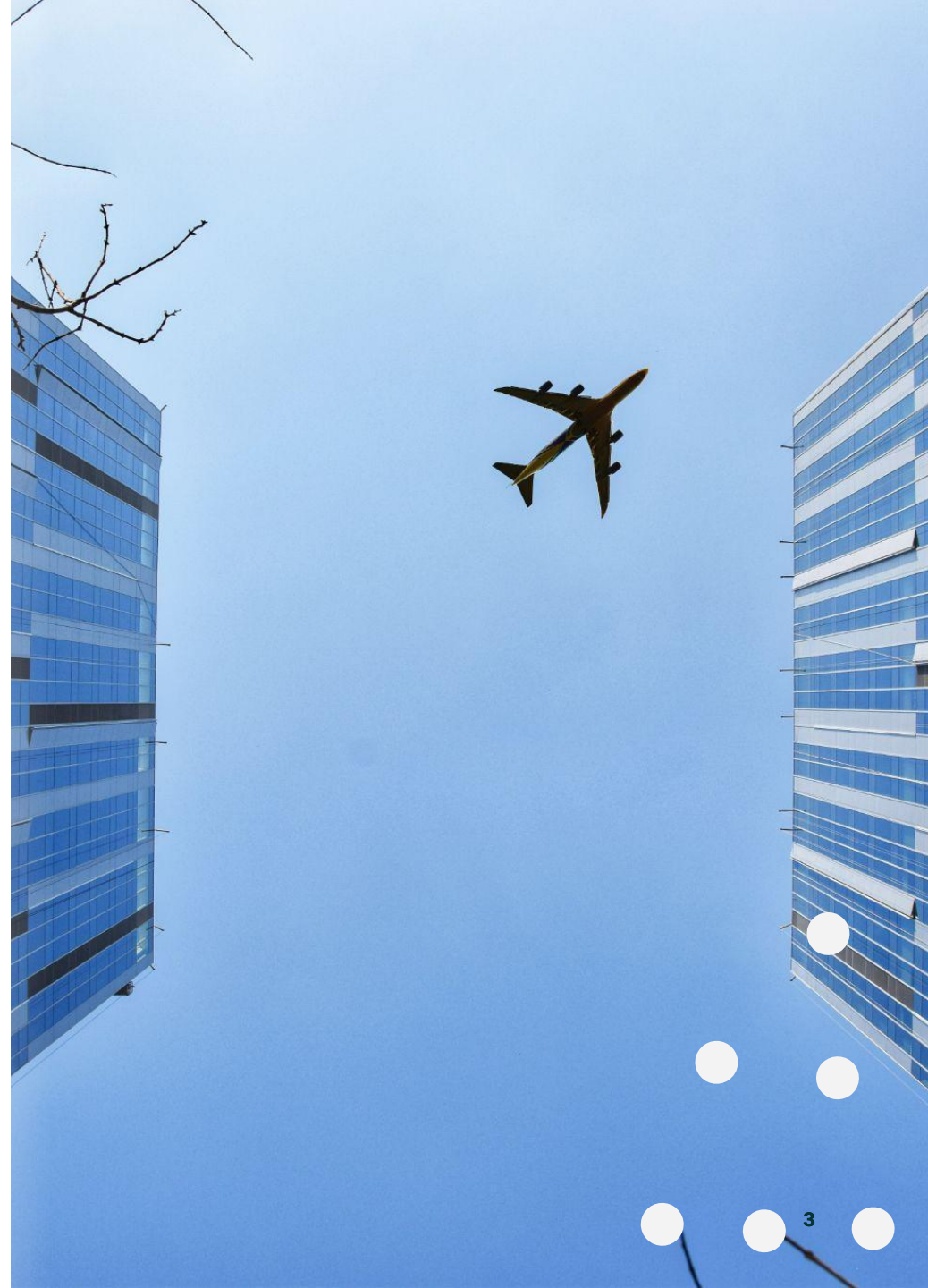


Introduction



Why Immigration Matters for Your Future

Key Takeaways for Students and Young Professionals



Introduction: Why Immigration Matters for Your Future

Whether you're looking for an internship, a graduate job, or long-term employment, understanding Germany's immigration system is your first step.

Why immigration matters for your future?

- **Global Experience, Global Mindset:**

Working abroad opens your mind and builds cross-cultural skills that employers value highly.

- **Career Opportunities in Germany:**

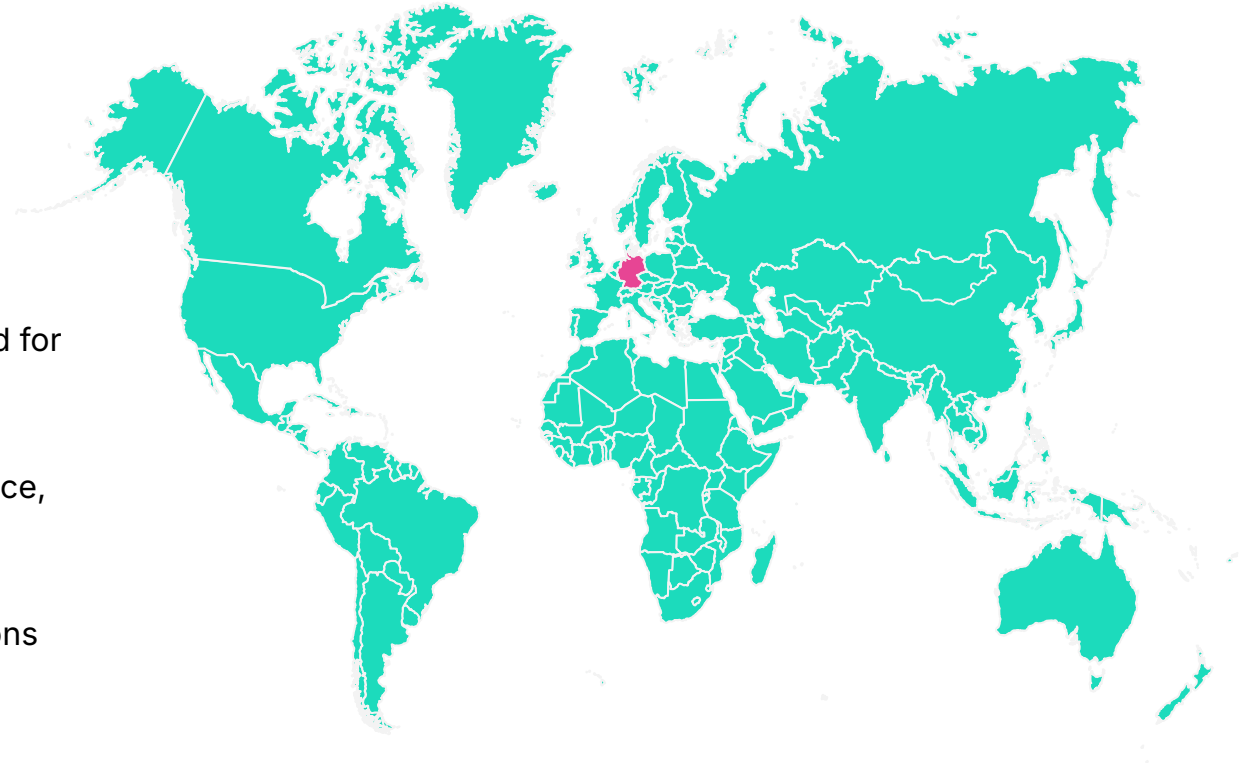
Germany has a strong economy, a global job market, and a high demand for skilled workers in fields like engineering, IT, healthcare, and science.

- **Personal Growth:**

Living and working in a new country challenges you to grow in confidence, independence, and resilience.

- **Build Your International Network:**

You'll meet professionals and peers from all over the world — connections that can open doors globally.



Key Takeaways for Students and Young Professionals

If you're dreaming of starting your career in Germany, it's important to understand the steps that will get you there. From choosing the right visa to preparing your documents and settling into life abroad — here's what you need to know to turn that dream into reality.

Visa Options for Work in Germany



- **Internship and Trainee Visas:** For temporary training or internships related to your field.
- **EU Blue Card:** For highly skilled professionals with a university degree and a job offer.
- **Skilled Worker Permit for Academics:** For highly skilled professionals with a university degree equivalent to a German one and a job offer.

Documents and Requirements:



Normally, the following documents are needed:

- Valid passport, degree certificates, job offer (if applicable).
- Proof of financial resources or salary.
- Health insurance.
- German or English language skills (depending on the job).

Tips for a Successful Move:



- Start preparing early — paperwork takes time!
- Learn some basic German — it helps a lot in daily life.
- Use official websites and university career centers for reliable info.

Life in Germany:

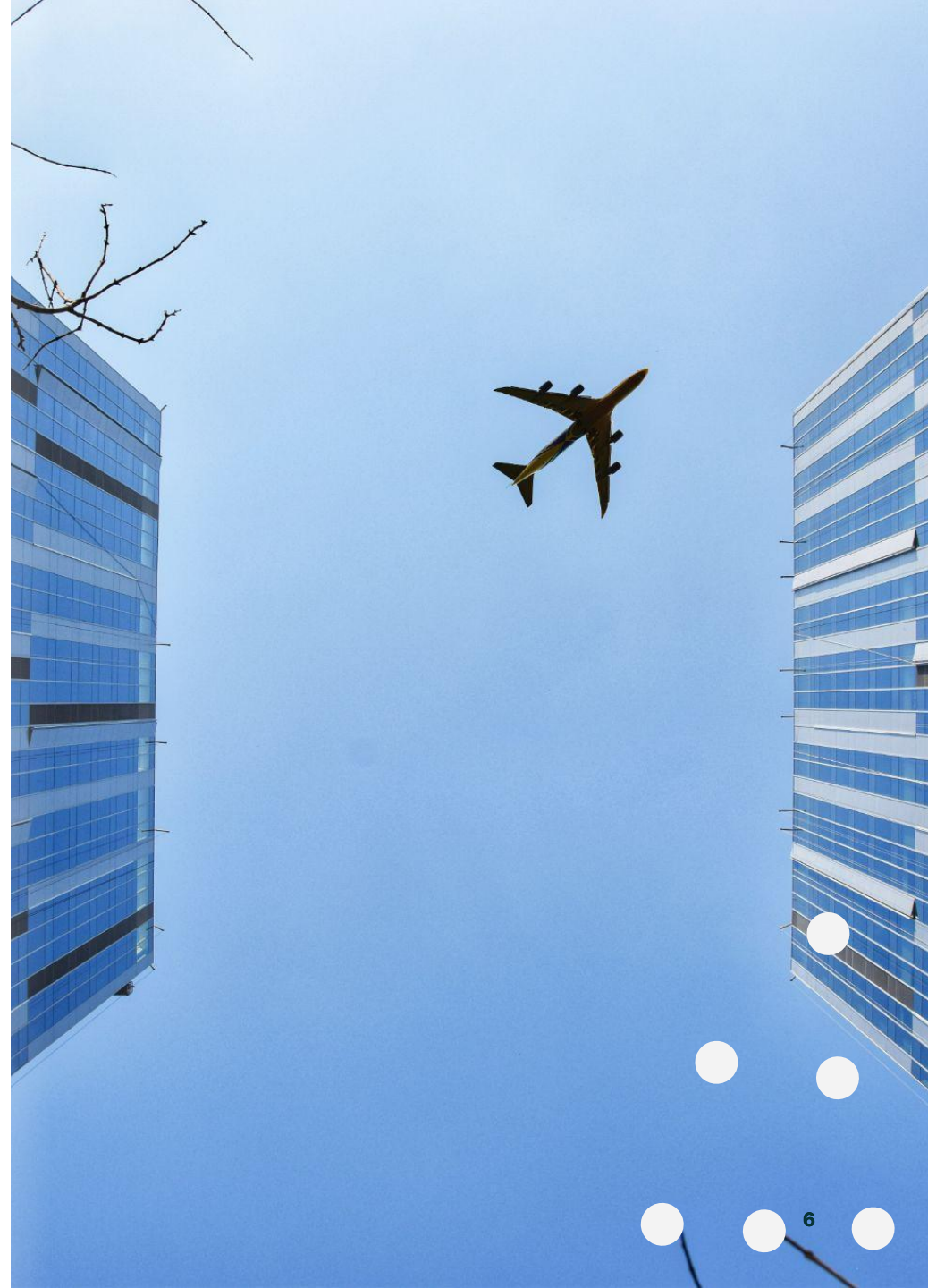


- High quality of life, safe cities, excellent public transport.
- A strong community of international students and workers.
- Opportunities to travel within Europe.

Immigration Framework

Types of Visas for Students and Professionals

Work Permits



Immigration Framework *(Internship during Studies)*

No immigration process required for EU/EEA/Swiss nationals	
Eligibility	<ul style="list-style-type: none"> ➤ Currently enrolled in a study programme ➤ Internship provides practical knowledge in relation to the study programme ➤ After fourth semester* ➤ University is listed as "H+" in Anabin database ➤ Livelihood is secured
Application Process	<p>Up to 90 days within 180 days</p> <ul style="list-style-type: none"> ➤ In this case no visa application is required and the internship can be performed with the consent letter from the Federal Employment Office only. ➤ You can travel to Germany with your EU residence permit/visa free and complete the internship here in Germany, as long as you did not utilise his 90/180 days prior (all stays in Schengen countries need to be considered. Please use a Schengen Calculator). <p>More than 90 days</p> <ol style="list-style-type: none"> 1. You need to apply for a National D-visa at the diplomatic mission responsible for your habitual residence and a with work authorization is needed. (See options below) 2. Upon arrival your have to register your address at local town hall 3. If the visa validity does not cover the whole period of your stay in Germany: convert your visa to a residence permit via application at local immigration office responsible for your residence address in Germany.
Required documents (general)	<ul style="list-style-type: none"> ➤ VIDEX application form short term stay (up to 90 days) / long term stay (more than 90 days) ➤ Passport ➤ Current residence permit if application is filed from other country than passport ➤ Internship agreement ➤ Internship plan ➤ Declaration of Certificate of Enrollment ➤ Health Insurance confirmation ➤ Schengenvisa fee: 90 EUR, D-visa fee: 75 EUR, residence permit fee: up to 100 EUR
Extension Process	<ul style="list-style-type: none"> ➤ Extension possible for a maximum duration of 12 months.

Immigration Framework *(Postgraduate Visa: EU Blue Card*)*

No immigration process required for EU/EEA/Swiss nationals	
Eligibility	<ul style="list-style-type: none"> ➤ Graduation from university within last 3 years ➤ Degree is German or considered comparable to a German degree ➤ Strong connection between degree and job title ➤ German employment contract with min. salary of 43.759,80 EUR gross p.a.
Application Process	<ol style="list-style-type: none"> 1. Schedule a visa appointment to apply for an EU Blue Card visa at the Diplomatic Mission responsible for your current habitual residence 2. Diplomatic Mission reviews application and issues D-visa (national visa) for up to 1 year. You can work from the first day of the validity of your visa. 3. Upon arrival you have to register your address at local town hall 4. Convert your visa to a residence permit via application at local immigration office responsible for your residence address in Germany 5. Residence permit can be issued for 4 years, but no longer than employment contract duration plus 3 months
Required documents (general)	<ul style="list-style-type: none"> ➤ Passport ➤ Current residence permit if application is filed from other country than passport ➤ Employment contract ➤ Declaration of Employment ➤ Job description ➤ CV ➤ University degree in English or with translation into German or English ➤ If not German degree: comparability statement or Anabin printouts (University listed as H+, degree listed as "entspricht" or "gleichwertig") ➤ Health Insurance confirmation ➤ Visa fee: 75 EUR, Residence permit fee: up to 100 EUR
Extension Process	<ul style="list-style-type: none"> ➤ EU Blue Card can be extended ➤ Early access to permanent residence permit after 21 months on EU Blue Card and B1 German proficiency or after 27 months and A1 German proficiency
Rights and obligations	<ul style="list-style-type: none"> ➤ Within first 12 months on the EU Blue Card any change of employer has to be reported to the immigration office. ➤ Absence from Germany possible for up to 12 months ➤ Family reunion: The EU Blue Card holder can bring his/her family to Germany. The spouse of the holder will also be allowed to work without needing additional permits. ➤ Permanent residency: After 33 months of working and living in Germany or, alternatively, 21 months if a B1 level of German can be proved, the EU Blue Card holder can apply for a permanent permit.

*Other options may apply, in this overview you can find information on the most used postgraduate visa

Immigration Framework *(Skilled Worker Permit for Academics)*

No immigration process required for EU/EEA/Swiss nationals	
Eligibility	<ul style="list-style-type: none"> ➤ Degree is German or considered comparable to a German degree ➤ German employment contract with comparable working conditions to workers in similar position (e.g. salary, vacation, working hours)
Application Process	<ol style="list-style-type: none"> 1. Schedule a visa appointment to apply for a Skilled Worker visa for academics at the Diplomatic Mission responsible for your current habitual residence 2. Diplomatic Mission reviews application and issues D-visa (national visa) for up to 1 year. You can work from the first day of the validity of your visa. 3. Upon arrival you have to register your address at local town hall 4. Convert your visa to a residence permit via application at local immigration office responsible for your residence address in Germany 5. Residence permit can be issued for 4 years, but no longer than employment contract duration plus 3 months
Required documents (general)	<ul style="list-style-type: none"> ➤ Passport ➤ Current residence permit if application is filed from other country than passport ➤ Employment contract ➤ Declaration of Employment ➤ Job description ➤ CV ➤ University degree in English or with translation into German or English ➤ If not German degree: comparability statement or Anabin printouts (University listed as H+, degree listed as "entspricht" or "gleichwertig") ➤ Health Insurance confirmation ➤ Visa fee: 75 EUR, Residence permit fee: up to 100 EUR
Extension Process	<ul style="list-style-type: none"> ➤ Skilled worker permit can be extended if the individual remains employed in a highly qualified role and continues to meet the requirements.
Rights and obligations	<ul style="list-style-type: none"> ➤ Possibility of permanent residence for Highly Qualified Workers: Highly qualified professionals may be granted immediate permanent residency (Niederlassungserlaubnis) when they first enter the country, especially if they hold top-level positions in academic or managerial roles. For others, permanent residency may be granted after 3 years of continuous employment in Germany if they meet the required conditions, including financial stability and sufficient integration into German society (e.g., basic language skills). ➤ After obtaining permanent residency, highly qualified workers can apply for German citizenship: In most cases, foreign residents, including highly qualified workers, can apply for German nationality after 8 years of continuous legal residence in Germany. The residency requirement can be reduced to 6 years if the individual demonstrates a high level of integration, such as proficiency in the German language (B2 level or higher) and active participation in civic life.

Practical Insights



Practical Insights: Step-by-Step Guidance for Your First Visa

Visa type: national D-visa for stays more than 90 days and Schengen type C for less than 90 days within a 180 days period.



Non-visa nationals
If employee is citizen of USA, Canada, Japan, South Korea, Australia, New Zealand, Israel and UK, no visa is required but strongly recommended

Researches the correct [jurisdiction](#) and specific requirements for visa application; you will need to book an appointment. Your personal appearance will be required.

Residence permit filing
Determine [responsible local immigration office](#), and file your application with the necessary documents. Your personal appearance will be required.

Collection of residence permit
Approx. after 8-12 weeks

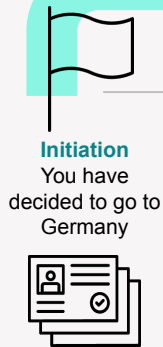
Travel to Germany
Find long-term accommodation for stays longer than 90 days.

Collection of visa
Issued within 2 weeks if Federal Employment Agency approval is not required or obtained before the appointment, otherwise visa processing time is approx. 3-5 weeks

Town hall registration

Vialto determines local town hall and specific requirements for address registration and provides information on how to book an appointment. Your personal appearance will be required.

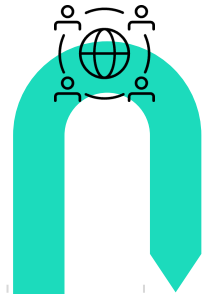
Residence Permit Received



Initiation
You have decided to go to Germany



Collection of documents



Wrap-Up and Key Takeaways



Wrap-Up and Key Takeaways



Variety of Immigration Options

Germany welcomes young talents like you and has various types of visas for students and graduates.



Preparation of Your Application

Start preparing your application well in advance before your planned start in Germany. Consider enough lead time to collect your documents.

Non-EU documents may require a legalisation or Apostille.

Non-German documents require a certified translation into German.

Make sure the validity of your passport is at least 1 year and that you have two free pages for visa stamping.



Application filing

Make sure you have a complete set of documents for your application.

Acquire a health insurance prior to your visa appointment and make sure it suffices the requirements for a German health insurance.



Consult an Immigration Lawyer

In case of doubt connect with a German immigration lawyer for guidance.

Breaches of immigration law may lead to expulsion and fines.

Appendices

Useful Links, Resources, and Forms



Useful Links, Resources, and Forms

[Vialto Alerts Immigration Germany](#) - This page provides up-to-date immigration alerts and regulatory updates specifically for Germany. It includes changes to visa categories, permit requirements, and relevant government processing information—primarily aimed at corporate clients managing employee mobility.

[Central Office for Foreign Education](#) - This is the official site of the Zentralstelle für ausländisches Bildungswesen (ZAB). It allows individuals with foreign university degrees to request a Statement of Comparability, confirming how their qualification aligns with German educational standards. This document is often required for work visas and professional recognition.

[Federal Employment Agency](#) - The website of Germany's national employment agency. It provides access to job listings, unemployment services, labor market data, and visa sponsorship approval procedures.

[German Residence Act](#) - This is the official English translation of the Aufenthaltsgesetz (Residence Act), which governs immigration and residence rights in Germany. Hosted by the Federal Ministry of Justice, it's essential for legal professionals and foreigners seeking clarity on visa categories and rights.

[Anabin Database](#) - ANABIN is the official database for evaluating foreign academic degrees and institutions. It helps determine whether a university degree is recognized in Germany, which is crucial for obtaining visas (like the EU Blue Card) or for regulated professions.

[Make-it-Germany](#) - This is the official German government portal for skilled workers and international talent. It offers detailed guidance on job opportunities, visa options, residence permits, and integration into life and work in Germany.

[Federal Foreign Office](#) - This is the English-language portal of the German Foreign Office. It offers official information on visa requirements, consular services, foreign policy, and international travel regulations. Especially useful for checking visa rules by nationality.

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Thank **you**



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