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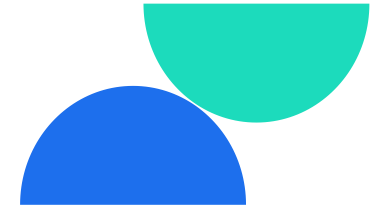
Moving to The Netherlands for Work: What You Need to Know

VIALTO
PARTNERS



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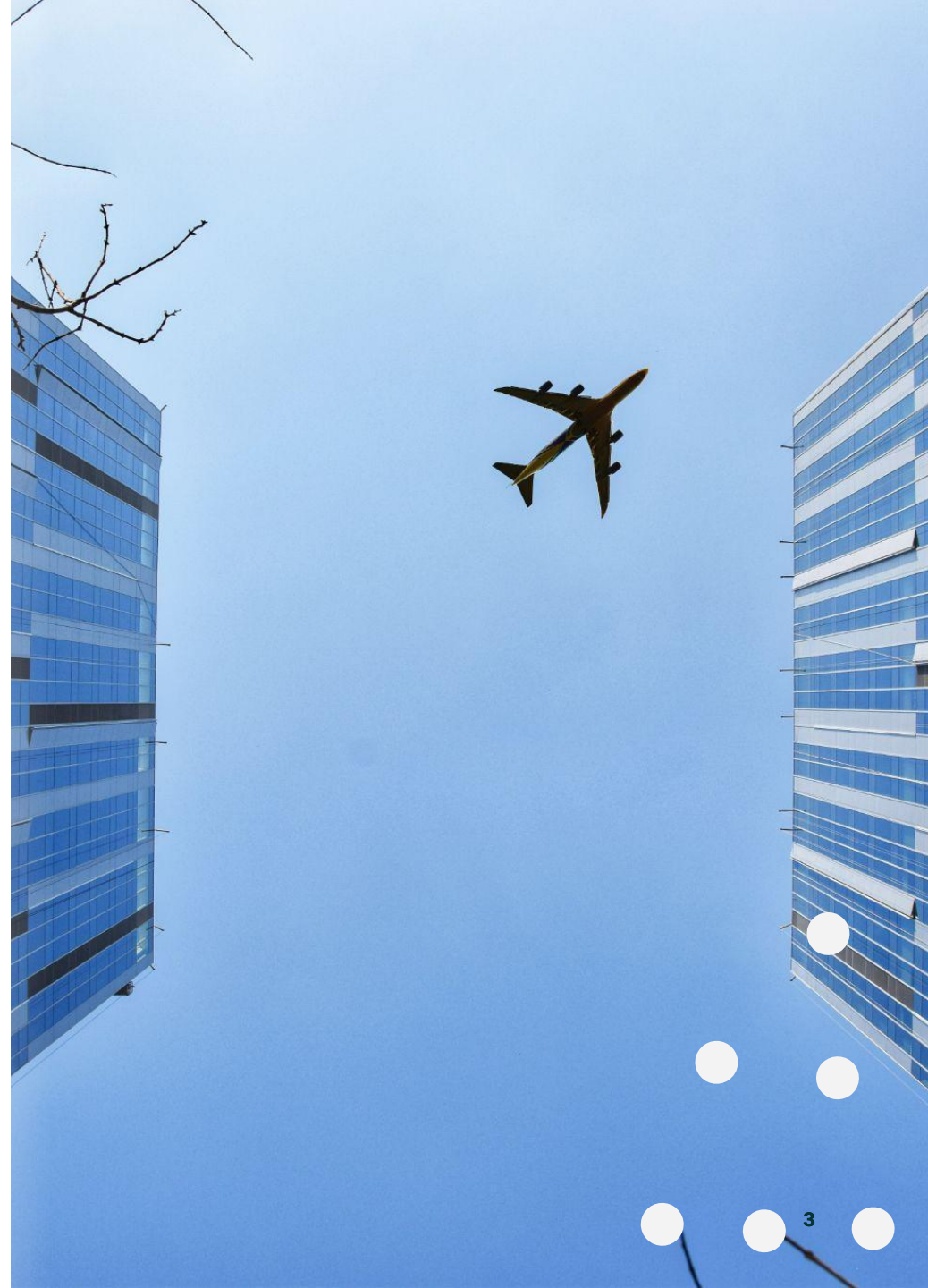


Introduction



Why Immigration Matter for Your Future

Key Takeaways for Students and Young Professionals

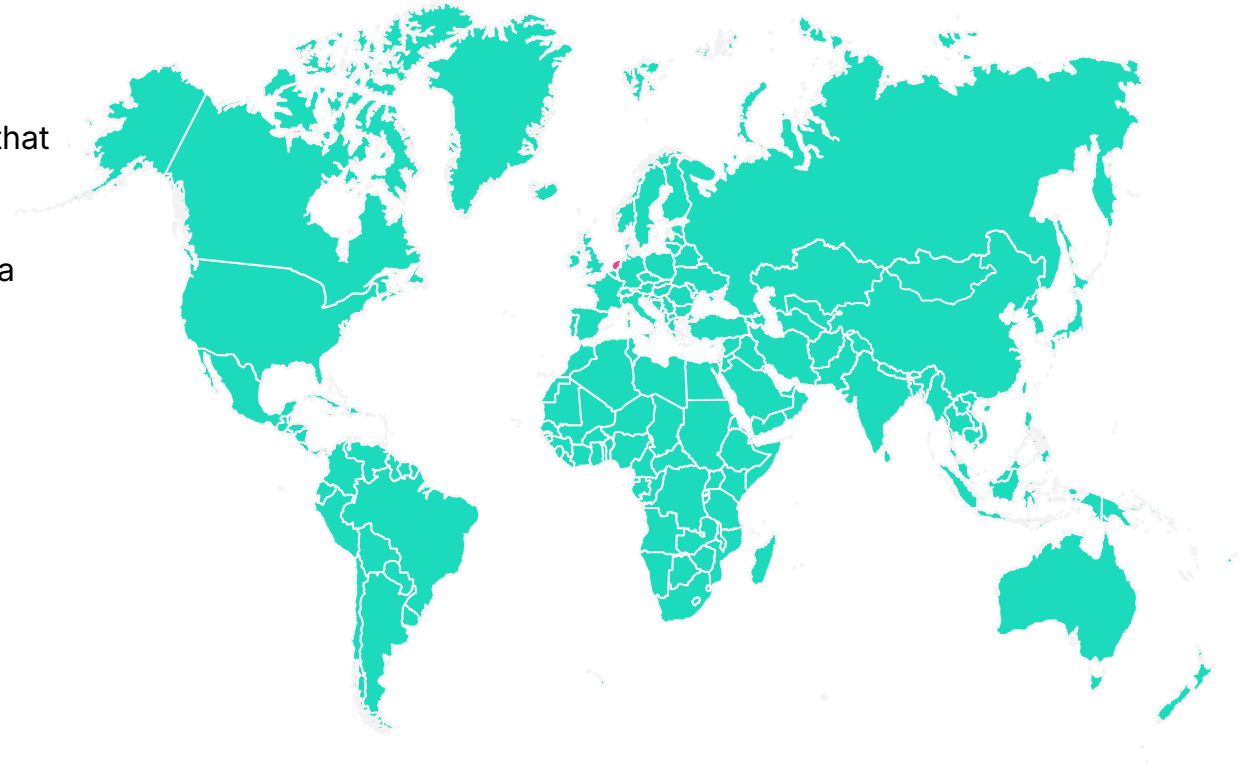


Introduction: Why Immigration Matters for Your Future

Whether you're looking for an internship, a graduate job, or long-term employment, understanding Dutch 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 The Netherlands:**
The Netherlands 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 The Netherlands, 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 The Netherlands



- Orientation year permit: For graduates who want to look for a job in The Netherlands.
- Highly skilled migrant visa: Based on your education and job offer.
- EU Blue Card: For highly skilled professionals with a university degree 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 The Netherlands:

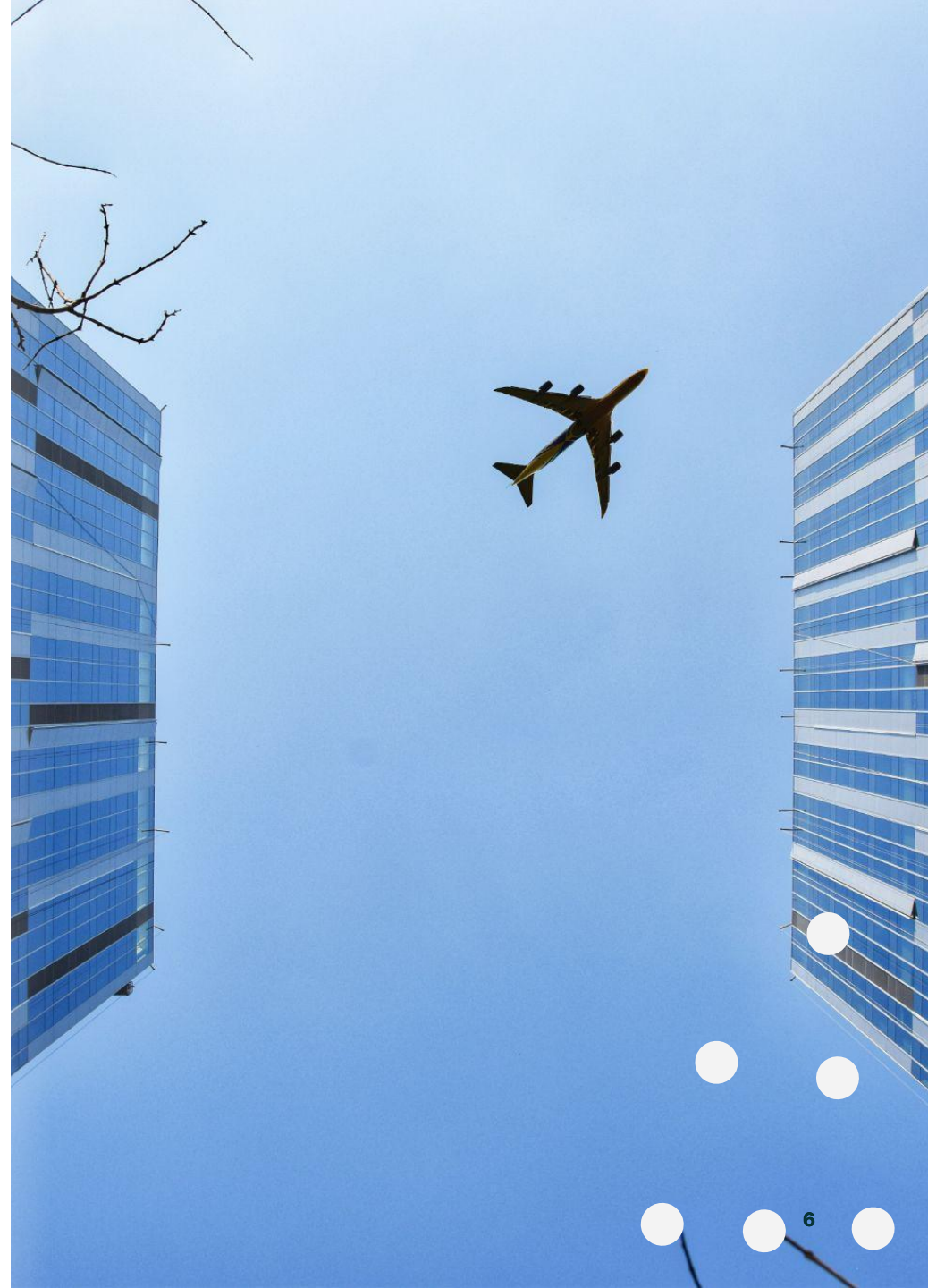


- High quality of life, safe cities, excellent public transport.
- A strong community of international students and workers.
- Opportunities to travel within Europe.

Immigration Framework

Types of Visas for Students and Professionals

Residence and work Permits



General Rules for Residing and working in the Netherlands

In the Netherlands, it depends on your nationality whether you are submitted to Dutch immigration requirements. If you are a EU/EEA/Swiss national, you will probably not need to apply for Dutch residence and work permits prior to your travel to the Netherlands.

EU/EEA/Swiss nationals

If you are a EU/EEA/Swiss national (holding a passport of one of these countries*), you are **not subjected to** Dutch immigration requirements.

However, once you arrived in the Netherlands, you are required to register with the Dutch municipal database (BRP) at the Town Hall or the Expatcenter.

You will then be issued with a BSN (Dutch social security number) which is necessary for you to open a Dutch bank account, have a local health insurance, and for tax purposes.

Non-EU/EEA/Swiss nationals

If you are a non-EU/EEA/Swiss national (holding a passport of non of these countries*), you **are subjected to** Dutch immigration requirements. This means, you will be required to have a Dutch residence permit including work authorisation rights as of day one to be allowed to reside and work in the Netherlands.

You or your upcoming Dutch employer will need to apply to a Dutch residence permit, depending on the available immigration option based on your personal situation.

After arrival in the Netherlands, you are required to register with the Dutch municipal database (BRP) at the Town Hall or the Expatcenter. You will then be issued with a BSN (Dutch social security number) which is necessary for you to open a Dutch bank account, have a local health insurance, and for tax purposes.

*The European Union (EU) consist of 27 countries:

- Austria
- Belgium
- Bulgaria
- Croatia
- Cyprus
- Czech Republic
- Denmark
- Estonia
- Finland
- France
- Germany
- Greece
- Hungary
- Ireland
- Italy
- Latvia
- Lithuania
- Luxembourg
- Netherlands
- Poland
- Portugal
- Romania
- Slovakia
- Slovenia
- Spain
- Sweden

Brexit: Please be informed that as of 1 January 2021, as a result of Brexit, UK nationals are considered as non-EU-nationals.

*The EEA consist of all 27 EU countries plus:

- Iceland
- Liechtenstein
- Norway

*The European Free Trade Association (EFTA) consists of 4 countries:

- Iceland
- Liechtenstein
- Norway
- Switzerland

Dutch Immigration: Residency Options

As a student in Spain

As a Post/Recent Graduate (in Spain)

Internship/Traineeship while studying

If you are considering the Netherlands to be the destination to gain work experience and/or get internship/traineeship credits while (still) studying as a student in Spain, please take into account that you might need a Dutch residence permit prior the start of your internship/trainee journey in the Netherlands.

From a general perspective, it is possible to for students outside the Netherlands to gain work experience as an intern/trainee. When planning this internship/traineeship, please considering the following general requirements from a Dutch immigration point of view:

- Gross salary of at least 50% of Dutch minimum wage.
- Internship agreement with a Dutch company includes learning objectives.

If your study in Spain is considered at the level of secondary vocational education, please note that your internship in the Netherlands must be a compulsory component of your education programme in Spain.

Canadian national?

If you are a Canadian national, you may fall under the Dutch **Young Workers Exchange Program**, to allow you work in the Netherlands for up to one (1) year. For this option, you as a student needs to be between 18 to 31 years old, enrolled at a University or University of applied sciences level. If you have been graduated, please note that your diploma graduation date cannot be longer than 12 months ago.

Internship/Traineeship after graduation

If you are considering the Netherlands to be the destination to gain work experience through an internship or traineeship within two (2) years after your (upcoming) graduation date in Spain, please take into account that you might need a Dutch residence permit prior the start of your internship/trainee journey in the Netherlands.

From a general perspective, it is possible to for Post/Recent graduates outside the Netherlands to gain work experience as an intern/trainee. When planning this internship/traineeship, please considering the following general requirements from a Dutch immigration point of view:

- Diplome degree from the University or University of applied sciences level.
- Gross salary of at least 50% of Dutch minimum wage.
- Internship agreement with a Dutch company includes learning objectives.

Orientation year permit

If you are searching for a Dutch employer or you would like to explore employment options in the Netherlands - **within three (3) years** after your graduation date from one of the **Top 200 education institutes** in the designated ranking list - you may consider to apply for a Dutch Orientation year residence permit (Search year permit).

This non-sponsored (independent) residence permit allows you to reside, to find or to work for a Dutch employer for a period of 12 months. After this period, another Dutch residence permit will be needed to continue your stay in the Netherlands.

Dutch Immigration: Residency Options

As a young professional (in Spain)

If a Dutch company offered you an employment contract for a minimum period of 3 months for the Netherlands, please take into account that you might need a Dutch residence permit prior the start of your employment journey in the Netherlands. In the Netherlands, there are several types of residence permits that allows you to reside and work as a young professional.

- **Orientation year permit**

The Orientation year residence permit (Search year permit) allows you to reside and work for any Dutch companies in the Netherlands for a period of 12 months. During this period, you **do not need a sponsor** (for example, Dutch company) to sponsor your immigration status in the Netherlands. Nevertheless, another type of residence permit will be needed for any continuous stay after the 12 months period.

- **Highly Skilled Migrant**

If the Dutch company is also a recognized sponsor listed by the Dutch Immigration and Naturalisation Service (IND), the Dutch company may consider to hire you as a Highly Skilled Migrant. From a general perspective, please be informed that the Highly Skilled Migrant residence permit is linked to the **duration your employment contract** with the Dutch company (initial validity of 5 years but can be renewed if the contract is extended), and an **age-related gross monthly salary threshold** applies.

- If you are graduated from the Top 200 education institutes in the designated ranking list (or you are holding an Orientation year residence permit), the reduced salary threshold can apply.
- Highly skilled immigrants can apply for permanent residence after living and working in the Netherlands for 5 years continuously with a valid residence permit. After 5 years, they can also apply for Dutch nationality if they meet additional requirements, such as passing the civic integration test and demonstrating knowledge of Dutch.

Highly Skilled Migrant: Gross salary threshold (excl. holiday allowances) per month for 2025:

- Employee of < 30 years: EUR 4171
- Employee of 30 years or older: EUR 5688
- Reduced: EUR 2989

Dutch Immigration: Residency Options

As a young professional (in Spain)

If a Dutch company offered you an employment contract for a minimum period of 3 months for the Netherlands, please take into account that you might need a Dutch residence permit prior the start of your employment journey in the Netherlands. In the Netherlands, there are several types of residence permits that allows you to reside and work as a young professional.

- **EU Blue Card**

If the Dutch company offered you a **local employment contract for at least 6 months**, the Dutch company may consider to hire you as a highly skilled employee by applying for a EU Blue Card. From a general perspective, a **diploma** from higher education (of at least 3 years) within the appropriate **profession or sector** where the company in the Netherlands operates are required on top of the applicable **gross monthly salary threshold**. If the graduate date of your higher education programme is within 3 years before applying for a EU Blue Card, the reduced salary threshold can apply.

EU Blue Card: Gross salary threshold (excl. holiday allowances) per month for 2025:

- Employee: EUR 5.688
- Reduced: EUR 4.551

Please be informed that foreign diplomas obtained from outside the Netherlands will required to undergo a diploma evaluation process of the Dutch organisation for internationalisation in education (Nuffic). In lieu of a diploma, a EU Blue card can be applied based on relevant work experience of at least 5 years. In lieu of a diploma but you are a IT-professional, a EU Blue Card can be applied for based on relevant work experience of at least 3 year within a period of 7 years prior the application.

- The maximum validity of the EU Blue Card is **5 years**
- If a Blue Card holder becomes unemployed, they have up to **3 months to find a new Dutch employer**. This is extended to 6 months if the holder has been in possession of an EU Blue Card for at least 2 years. However both search periods cannot be longer than the validity of the actual EU Blue Card.
- The application is submitted to the Immigration and Naturalisation Service (IND). The IND typically processes applications within 90 days. If the application is approved, the IND will issue a temporary residence permit until the Blue Card is received. Once the application is approved, the IND will notify the applicant to collect the EU Blue Card from an IND desk. It will be necessary to schedule an appointment to pick it up and provide biometrics (photo and fingerprints).
- Rights and obligations: Live and work in the Netherlands for up to 4 years, after 18 months, movement to another EU country (except Denmark and Ireland) with the Blue Card, but it will be necessary to apply for a Blue Card in that country. The process to apply for an EU Blue Card varies in each country, but having an EU Blue Card in a European country facilitates access; The Blue Card allows family reunification, spouse/partner and children can join. They will have the right to work in the Netherlands as well.

Dutch Immigration: Residency Options

Having a partner, assignment to the Netherlands, or ...

- **Having a partner**

If you are a **partner of a EU/EEA/Swiss national** (married or unmarried), you can consider to relocate together with your partner to the Netherlands. In this scenario, you can apply for a Dutch residence permit based on your long, lasting and exclusive relationship with your partner. The validity of this permit type is 5 years, and the sponsor of this Dutch dependent residence permit type is your EU/EEA/Swiss partner; regardless the duration of the employment with the Dutch company.

- **Assignment to the Netherlands**

If your employer is outside the EU but would like to assign you to the Netherlands for a fixed period, the following Dutch residence permits can be considered:

- **Intra Corporate Transferee Directive (ICT)**

If you are a specialist, trainee, or manager - who will be assigned from a non-EU company to a company in the Netherlands within the same company group - the Dutch company can consider to apply for a Dutch ICT residence permit. From a general perspective, please be informed that you must have been employed for at least 3 months by the non-EU company prior to your assignment to the company in the Netherlands. On top of this, the duration of your assignment contract to the Dutch company decide generally the validity of your ICT residence permit (maximum 3 years), and a gross monthly salary threshold applies.

- **Apprentice**

If the main purpose of your stay in the Netherlands (with a maximum of 24 weeks) is to gain experience for your current profession for the needs of your employer outside the Netherlands, the Dutch company can consider to apply for a Dutch residence permit for you as an apprentice.

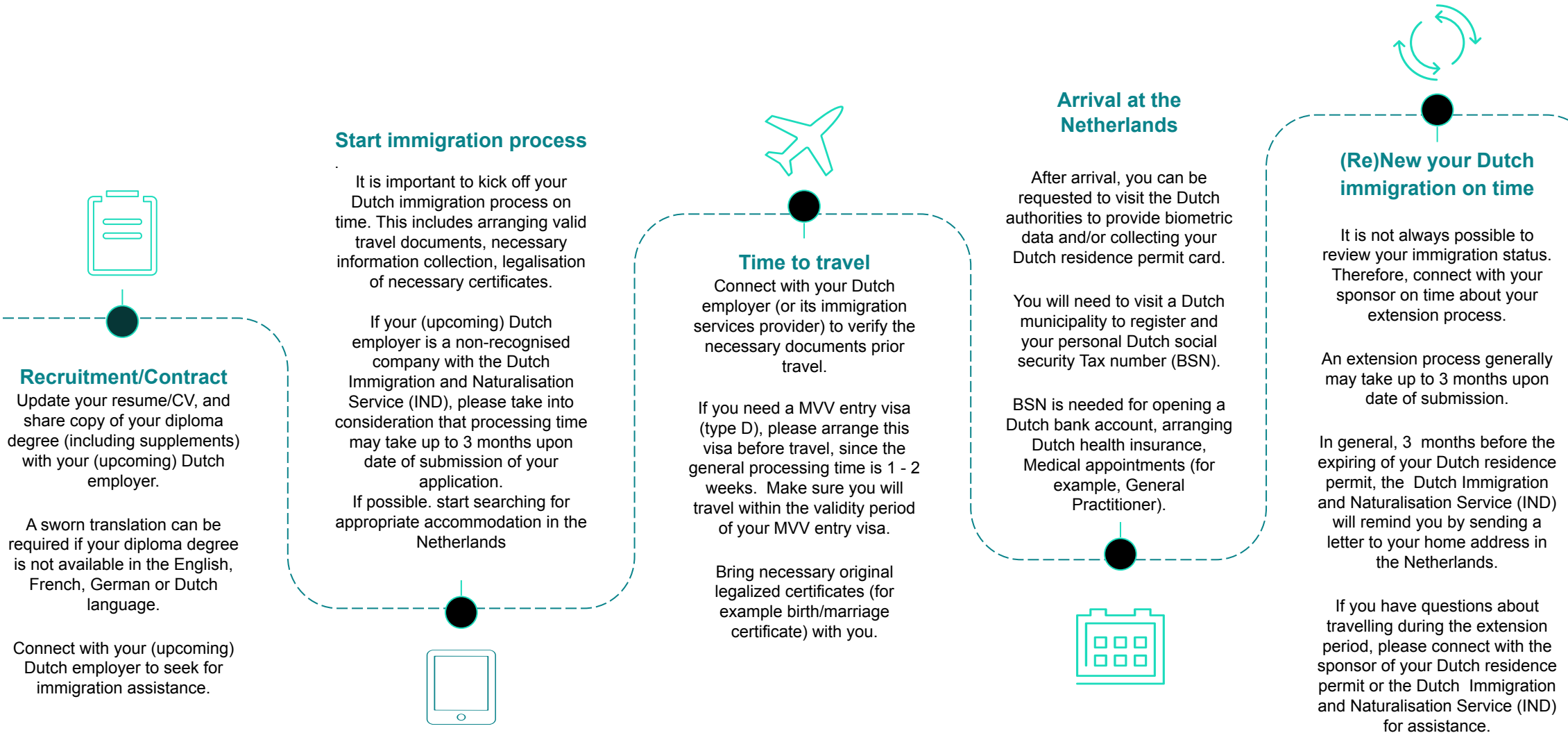
- **Other options ...**

If none of the shared options suits your situation, we recommend you to request your (upcoming) Dutch company to verify whether any other Dutch residence permit options can apply based on your personal private, educational, and/or professional background.

Practical Insights



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



Wrap-Up and Key Takeaways



Wrap-Up and Key Takeaways

- EU/EEA/Swiss nationals are not subjected to Dutch immigration requirements.
- Non-EU/EEA/Swiss nationals are subject to Dutch immigration requirements, and need Dutch residence permits.
- Any individual who wants to reside (and work) in the Netherlands will be required to apply for BSN.
- Seeking for a job in the Netherlands? You can apply for a Dutch Orientation year permit to stay and work in the Netherlands.
- Found a (upcoming) Dutch employer? You can check with your Dutch company to verify the best immigration route for you.
- Prior to travel, you may be subjected to obtain a MVV entry visa first.
- Certain certificates may not be needed for your immigration application but are needed for your after arrival formalities.
- Different immigration outcomes may apply, even though the situations seem to be similar. Therefore, it is always good to request for a case-by-case assessment.

Appendices

Useful Links, Resources, and Forms



Useful Links, Resources, and Forms

Useful links & Resources

- General information about Dutch immigration: [Website](#)
- General information regarding foreign diploma evaluation: [Website](#)
- Legalisation requirements for in the Netherlands: [Website](#)

Forms (general forms apply to all applications)

- Form for residence permit application (only): [Antecedent Certificate](#)
- Permission form for foreign diploma evaluation: [Permission](#)

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Thank **you**



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