



National Visa for Employment (§§ 18 ff. AufenthG)

General Information

- The application can be submitted at the earliest 6 months before the planned entry.
- The standard processing time is approx. 4 weeks, in individual cases even longer.
- Documents that are not issued in German or English must be submitted together with a translation.
- To shorten the procedure, your employer can apply for a pre-approval "Vorabzustimmung" from the Federal Employment Agency (Bundesagentur für Arbeit). You can find more information at www.arbeitsagentur.de.
- Your employer can also contact the aliens authorities for an accelerated skilled worker procedure („Beschleunigtes Fachkräfteverfahren“).
- The Consulate General reserves the right to request further documentation.

Checklist

Please submit the documents listed below in according order in original and one copy each.

Originals will be returned after examination.

Copies will not be made by Consulate General staff. Please do not staple the documents.

- Fully completed and signed [visa application form](#) (no copy required)
- [Declaration of genuineness of submitted documents](#) (no copy required)
- [Declaration according to § 18 Residence act for all employees](#) (no copy required)
- Passport, which is valid for at least six months, which was issued in the last ten years and with at least two free pages (copy of photo page and pages with visas, stamps, etc. required)
- Proof of residency in Hong Kong
 - Hong Kong stay permit and a Hong Kong Identity Card or
 - Hong Kong Permanent Identity Card (only applicable for non Hong Kong passport holders)
- Two passport photos according to [biometric specifications](#) (not older than 3 months)
- „Erklärung zum Beschäftigungsverhältnis“ completed and signed by the prospective employer
- Confirmation of pre-approval (Vorabzustimmung) by the Federal Employment Agency (only if available, speeds up the process)
- If required:
Permission to exercise a profession issued by the authority responsible for recognising qualifications or assurance of permission to exercise a profession (e.g. for medical professions).
- Curriculum vitae
- Proof of incoming-insurance and health insurance in Germany. Incoming insurance should start on the first day of the expected travel date and be valid for a planned longterm-stay until you will be covered by your employments insurance.
- Visa application fee
75 EUR, in cash in HKD. The exact amount in HKD depends on the exchange rate.

→ additional documents on page 2





EU Blue Card and other skilled workers additional documents

Annual salary for the year 2026

- at least 50.700 EUR gross or
- at least 45.934,20 EUR gross for
 - [bottleneck professions](#) such as natural scientists, mathematicians, engineers, doctors and IT professionals
 - young professionals if you obtained your last degree or equivalent qualification less than three years ago
 - for IT professional or manager without a formal qualification. You must have worked in IT for at least three of the past seven years. Your professional experience must have been at university level
 - if less than above-mentioned salaries or as a professional with vocational training, you may be granted a residence permit to engage in skilled employment if your qualification is recognised in Germany or comparable to a German degree

Qualification:

- German university degree or
- A foreign university degree fulfilling below requirements
 - level 6 of the [International Standard Classification of Education \(ISCED 2011\)](#) or level 6 of the European Qualifications Framework

For foreign degrees:

- Two print-outs of [anabin database](#) of the university and the university degree
 - university has to be rated "H+"
 - degree has to be rated "equivalent" or
- Statement of comparability by the [Central Office for Foreign Education \(ZAB\)](#)

From the age of 45: Proof of adequate provision for old age (only if salary does not amount to at least 55 % of the annual contribution. assessment ceiling for the general pension insurance scheme - 2026: 55.770 EUR gross/per annum. (not applicable for EU Blue Card)

[Declaration according to § 82 Residence act only for EU Blue Card employees](#) (no copy required)

Intra-company transfer (ICT) additional documents

[Zusatzerklärung](#) for a residence permit complying with the employment

Proof of professional qualification

Skilled Workers with Vocational Training additional documents

Proof of vocational training completed in Germany OR notification from the competent authority that the training completed abroad is equivalent to German training. The agency responsible for recognition in Germany can be contacted via www.anerkennung-in-deutschland.de

Proof of professional qualification

From the age of 45: Proof of adequate provision for old age (only if salary does not amount to at least 55 % of the annual contribution assessment ceiling for the general pension insurance scheme - 2026: 55.770 EUR gross/per annum)