



# Overview: Working in Ireland

The main immigration categories in Ireland are green cards, work permits and intra-company transfers. Each visa can take about three months to secure and validity/renewal options are as follows: green cards (issued for two years; after two years you can apply for Permanent Residence), work permits (issued for one year; can be renewed for five years), intra-company transfers (can be issued for up to two years; maximum stay is five years). Personnel entering employment in Ireland from outside the European Union (EU) or the European Economic Area (EEA) will require a permit from the Department of Enterprise, Trade and Employment. It is important to note that Ireland is currently implementing many changes to their immigration categories. It is best to confirm the specifics about the individual case.

## Green Cards

Green cards are designed to facilitate the entrance of professionals and highly skilled personnel into Ireland. To apply for a Green Card one must satisfy the following criteria

- The individual must hold a job offer from a bona-fide employer that is operating/trading in Ireland and registered with the Irish Companies Registration Office, the Irish Revenue Commissioners.
- The job offer must be printed on company letterhead, dated within the previous 60 days and must be for a period of twenty four months or more.
- The individual must hold a recognized professional qualification or degree relevant to the job.
- The job must have either:
  - An annual gross basic salary of €60,000 or more, or
  - An annual gross basic salary between €30,000 - €59,999 in a recognized skill shortage area: information and communications technologies (ICT) professionals, health care professionals and associate professionals, professional engineers and technologists, researchers and natural scientists, business/financial professionals and associate professionals, specialist managers.

## Work Permits

Work permits are issued to individuals who have been offered employment in Ireland where the Irish employer has not been able to source an employee from within the wider EU/EEA. Work permits are now issued under limited circumstances. To apply for a work permit one must satisfy the following criteria:

- The individual must hold a job offer from a bona fide employer trading in Ireland and registered with the Irish Companies Registration Office, the Irish Revenue Commissioners.
- The job offer must be on company letterhead, dated within the previous 60 days.
- The post must have a salary in excess of €30,000 and be business critical.
- You must have the requisite skills, experience and, where required, qualifications associated with the job.

Working in Ireland - continued

### **Work Permits**

The employer must have undergone the statutory labour test: The post must have been advertised for eight weeks on the website of FAS, the State employment network, and for six days in the Irish national and local press.

Please note that the Irish Government has deemed the following job categories ineligible for work permits: clerical and administrative posts, general operatives and labourers, operators and production staff, sales staff, drivers, hotel and tourism staff (except chefs), childcare staff, craft workers and apprentices

### **Intra-Company Transfers**

These are designed to facilitate the temporary transfer of senior managerial, key personnel and trainees (non-EEA nationals), from an overseas branch of a corporation to its Irish branches. To apply for an ICT one must satisfy the following criteria:

- The foreign branch of the company must be bona fide and engaged in substantial business in its country of location. The link between the business entities must be clearly shown. Employees on ICT Permits may not exceed 5% of the total work force of the Irish based firm. Exceptions to this rule may be made for business start-ups or in small firms.
- The individual must earn a minimum of €40,000 gross basic per year.
- The individual must have worked for a minimum period of twelve months with the overseas company prior to the transfer.
- The individual should meet the professional or managerial criteria associated with the transfer role.
- Initial ICT permits must be for a period of twenty four months.

*VISANOW can help you secure green cards, work permits or intra-company transfers for employment in Ireland.*

*Please Note:*

*This document is to be used purely as a general guide. For individual cases and specific questions, please contact VISANOW.*