

COUNTRY GUIDE: NETHERLANDS

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Immigration Practice

ABOUT THIS GUIDE

Before working in the Netherlands, nationals of certain countries may be required to apply for a visa. In this guide, we explore who needs a visa to work in the Netherlands, and look at the work permit options available.

DUTCH EMPLOYMENT VISAS

All EU citizens can work in the Netherlands without requiring a visa due to freedom of movement shared rights between member states. As for employment visas, there are 3 main categories, notable the EU Blue Card, highly skilled residence permit and Intra-company transfer permit.

SCHENGEN VISAS

A Schengen visa is a short-stay visa which allows its holder to enter, freely travel within and leave any of the 26 Schengen member countries on a single permit. Find out more about Schengen visas [here](#).

INTRA-CORPORATE TRANSFERS

Across most European member states there is a common work permit option known as Intra Corporate Transfer (ICT) which allows individuals to be transferred within company branches from one country to another. Find out more about the EU ICT Permit [here](#).

EU BLUE CARD

The EU Blue Card is a work and residence permit for non-EEA nationals. The Blue Card gives highly qualified workers from outside the EU the permission to live and work in an EU country, provided they have high-level professional qualifications, and an offer of employment with a high salary. Find out more [here](#).

HIGHLY SKILLED MIGRANT PERMIT



Highly Skilled migrant permits are for individuals that work in high-level positions. The following eligibility criteria apply:

- Salary threshold of € 4,752 gross per month, for highly skilled migrants aged 30 and over, and € 3,484 gross per month for migrants under 30. Reduced salary criterion is also available to those who meet the conditions for the orientation year for highly educated persons. The agreed wage must be in accordance with market conditions.
- There are additional conditions for scientific researchers and doctors in training.
- You must have an employment contract with an employer that is recognised as a sponsor by the Immigration and Naturalisation Service (IND). Employers are responsible for applying for residence permits at the IND. A full list of sponsors can be found [here](#).

Eligibility requirements for sponsorship:

- Each company that is registered at the Dutch Commercial Register can file an application to become a recognised sponsor. The IND will seek advice from Netherlands Enterprise Agency RVO to check if the continuity and solvency of the company is sufficiently guaranteed.
- Your organisation must meet the relevant Code of Conduct
- Your organisation must not be bankrupt. Nor may there be a suspension of payment.

The residence permit is valid for the same amount of time as your employment contract or assignment, with a maximum of 5 years. Processing times are within 90 days, and fees are € 320.

Please contact Smith Stone Walters for more information.