



ADVISE FOR THE HIRING OF HIGHLY QUALIFIED NON-EU PROFESSIONALS (HQP)

HIGHLY QUALIFIED PROFESSIONALS

With the intention of facilitating the entry of talent, investment and foreign entrepreneurship in Spain, Law 14/2013 on entrepreneurs regulates the permission for the **hiring of highly qualified professionals**.

The aim is to **attract talent to the Spanish business sector** and promote the internationalization of Spanish companies and to this end, the possibility of entering and staying in Spain of these professionals is facilitated.

WHAT IS IT AND FOR WHOM?

When a company requires the **incorporation in Spanish territory** of foreign professionals for the development of an employment or professional relationship.

If any of these assumptions are met:



1 Managerial or highly qualified personnel, when **the company meets certain characteristics**.

2 Managerial or highly qualified personnel who are **part of a business project** that involves, alternatively and provided that the condition alleged based on this assumption is accredited as **of general interest**.

3 **Graduates and postgraduates** of universities and business schools of recognized prestige.

WHO INITIATES THIS APPLICATION?



The company is responsible for managing this type of procedure in favor of the foreign professional (or a representative of this).

As it is the company that initiates the application, the permit as highly qualified is **linked to the company** in which you will work.

HOW LONG DOES IT LAST?



The new **Startups Law** extended the initial duration:

 **3 years**

Contact us

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HIGHLY QUALIFIED PROFESSIONALS - HQP

WHAT BENEFITS DOES IT PROVIDE?



Both the professional and their families:

The labour supply **does not have to exceed the national employment situation**

Reside and work legally in Spain without geographical limitations

Possibility of **renewal**

Obtain **Spanish nationality** by Residence

Possibility of **family reunification**

An express processing of **20 working days** before the UGE

WHICH FAMILY MEMBERS CAN BE REGROUPED?



Spouse and domestic partner

Minor descendants or dependent adults

Dependent ascendants

WHERE CAN IT BE PROCESSED?



Consulate

Unit of large companies

HOW LONG DOES IT TAKE?



From Spain:
20 working days

From country of origin:
1ª autorización: 20 days
Visa Consulate: 10 days

HOW CAN WE HELP YOU?

Personalized study of the feasibility of the professional profile and of the business requirements for recruitment

Advice and planning of the documentation and the procedure to follow: Visa or residency

Submission of the application, response to requests and submission of additional documentation.

Family reunification

Intervention and appeal

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