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FREE CHEAT SHEET · JOB POSTS · NOV 2026

Read a Spanish job post in 10 seconds.

The phrases that tell you, before you apply, if a company in Spain is likely to sponsor a work visa. Spanish first, then what it means. These are reading tips, not legal rules: when in doubt, ask the company.

Usually means: no sponsorship

They want someone who can already work in Spain. Skip, or ask first.

"Imprescindible permiso de trabajo"
A valid work permit is required. Sometimes "en vigor" (current) or "vigente".

"NIE imprescindible" · "Imprescindible NIE"
You need a NIE, the foreigner ID number you get once you can live or work in Spain.

"Residencia en España" · "Residir en Madrid"
You must already live in Spain, or in that city.

"Pasaporte comunitario" · "Nacionalidad UE"
EU passport or EU nationality only.

"Autorización para trabajar en España"
Another way to say: you need the right to work here already.

Good sign: they may sponsor

Apply, and mention you need a work visa.

"Visa sponsorship" · "Patrocinio de visado"
The company says it can sponsor your visa. The clearest sign.

"Relocation package" · "Ayuda a la reubicación"
They help you move: often flights, temporary housing or paperwork.

"Open to international candidates" · "Candidatos internacionales"
They accept people from abroad.

"Gestionamos tu permiso de trabajo"
"We handle your work permit."

"Tarjeta azul UE" · "EU Blue Card"
They name the EU's skilled-worker permit.

Says nothing about visas

Common in posts. Neither good nor bad for sponsorship.

"Se valora inglés"
English is a plus.

"Incorporación inmediata"
Start right away. Ask how fast they need you.

"Contrato indefinido"
Permanent contract.

"Salario según valía"
Pay depends on experience. Ask for the gross yearly salary.

No flag either way? Do this

1. Check if the job is on Spain's **shortage list** (Catálogo de Ocupaciones de Difícil Cobertura, SEPE) for that province. If it is, the company doesn't have to prove it couldn't hire locally.
2. For skilled roles (degree or 3+ years of experience), **any company** can apply for the highly qualified permit, whatever its size.
3. Ask before you spend an hour on the application.

Copy this question

Send it to the recruiter, or add it to your cover letter:

> ¿Estáis abiertos a patrocinar el visado de trabajo para un candidato de fuera de la UE?
>
> "Are you open to sponsoring a work visa for a candidate from outside the EU?"

Tired of reading every post? Spainward reads the posts for you, keeps the jobs that fit your visa situation and applies for you. General information, not legal advice.

Sources: Phrases are common wording in Spanish job posts, shown as reading tips, not legal rules · SEPE, Catálogo de Ocupaciones de Difícil Cobertura, BOE 02/09/2026 (no national labour-market check for listed jobs, Reglamento de Extranjería art. 65) · Ley 14/2013, art. 71 (highly qualified permit: any company, qualification or 3 years' experience; company-size rules removed by Ley 28/2022) and art. 71 bis (EU Blue Card).

Jobs in Spain that sponsor visas, applied for you
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