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FREE CHECKLIST · SPONSORSHIP · NOV 2026

Can this job sponsor my visa?

A one-page check for any job offer in Spain, for non-EU citizens. Since December 2022, the size of the company no longer matters for Spain's skilled-worker visa. What matters is the job, and you.

Any size
a startup can sponsor you, not just big companies

23 Dec 2022
the day Spain's startup law dropped the big-company rule

20 days
legal deadline to decide. No answer by then counts as approved

3 routes
highly qualified, EU Blue Card, or the official shortage list

Before: only "big" companies 2013–2022

- ~~More than 250 employees in Spain~~
- ~~Over €50M in yearly revenue, or €43M in equity~~
- ~~At least €1M a year of foreign investment~~
- ~~Over €3M of foreign investment stock~~
- ~~A small company in a "strategic" sector~~
- ~~A project officially of "general interest"~~

Now: the job decides SINCE 23/12/2022

Any company in Spain that needs you can apply.

The rule now only asks about **you and the role**: a skilled job, and a degree or enough experience. The company still has to be in good standing with taxes and social security, like any employer.

Check the job

- ☐ **Is it a skilled role?** You have a higher-education qualification, or at least **3 years** of comparable experience. — HIGHLY QUALIFIED
- ☐ **Contract of 6+ months, with a higher salary?** Plus a 3-year degree or 5 years of experience (3 of the last 7 in IT). The salary must beat an official minimum, 20% lower for shortage jobs and recent graduates. — EU BLUE CARD
- ☐ **Is your trade on the SEPE list** for the province where you'd work? Then the company doesn't have to prove it couldn't hire locally. — SHORTAGE LIST
- ☐ **Is it a regulated profession?** Doctors, nurses and similar need their degree recognized in Spain first. — ALL ROUTES
- ☐ **Is there a firm job offer or contract** from a company in Spain? Without it, none of the routes start. — ALL ROUTES

Ask the company

1. Have you hired someone from outside the EU before?
2. Will you apply through the **UGE** (the unit for highly qualified hires), or will I?
3. What's the **gross yearly salary**, and how long is the contract?
4. Do you have an immigration lawyer or team who handles it?

What happens after you say yes

1. The company, or you, applies **online** to the UGE.
2. The government has **20 days** to decide. Silence means yes.
3. If you're abroad, the consulate issues the visa, within **10 working days** as a rule.
4. Highly qualified permits last **up to 3 years**, renewable for 2 more.

The hard part isn't the company's size. It's finding the job. Spainward finds jobs in Spain that sponsor visas and applies for you. General information, not legal advice: confirm the current rules on the official sources below or with an immigration lawyer.

Sources: Ley 14/2013, original text (BOE 28/09/2013), art. 71 (company requirements: 250+ staff, €50M revenue or €43M equity, €1M/yr foreign investment, €3M stock, strategic-sector SMEs, general-interest projects) · Ley 28/2022 de startups (BOE 22/12/2022, in force 23/12/2022), which rewrote art. 71 · Ley 14/2013, consolidated text: art. 62 (general requirements and tax/social security obligations), art. 71 (highly qualified: qualification or 3 years' experience; company or professional may apply; up to 3 years), art. 71 bis (EU Blue Card: 3-year degree or 5 years, 3 of the last 7 in IT; 6+ month contract; salary threshold, 80% for shortage jobs and recent graduates), art. 75.5 (visa in 10 working days), art. 76 (UGE, 20 days, approval by silence, 2-year renewals) · SEPE, Catálogo de Ocupaciones de Difícil Cobertura.

Jobs in Spain that sponsor visas, applied for you

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