spainward.

● FREE GUIDE · WORK VISAS · NOV 2026

3 ways a Spanish company can get you a work visa.

For non-EU citizens who want a job in Spain. Each route fits a different kind of job, but all three start the same way: a company in Spain that wants to hire you. Pick the one that matches your profile.

01

Highly Qualified Professional

SPAIN'S NATIONAL ROUTE · UGE

Best for: skilled jobs like tech, engineering, finance or management.

YOUR PROFILE

A higher-education qualification, **or at least 3 years** of comparable professional experience.

THE JOB

A company in Spain that needs you for a highly qualified role.

WHO APPLIES

The company or you, online, to the Large Companies and Strategic Groups Unit (UGE).

HOW FAST

The law sets **20 days** to decide. If there's no answer by then, it counts as approved.

HOW LONG

Up to 3 years, renewable for 2 more.

02 ★

EU Blue Card

THE EU'S ROUTE · ALSO UGE

Best for: skilled jobs with a higher salary and a longer contract.

YOUR PROFILE

A degree of **at least 3 years**, or 5 years of comparable experience. In IT: 3 years within the last 7.

THE JOB

A contract or firm job offer for **at least 6 months**.

THE SALARY

Above an official minimum, set each year. It's 20% lower for shortage professions and for people who graduated in the last 3 years.

REGULATED JOBS

Doctors, nurses and similar need their degree recognized first.

03 ⚡

Shortage list job

OFFICIAL LIST · SEPE, EVERY QUARTER

Best for: trades on Spain's official list of hard-to-fill jobs.

THE JOB

Your occupation is on the Catálogo de Ocupaciones de Difícil Cobertura for the province where you'll work.

THE ADVANTAGE

The employer **doesn't have to prove** it couldn't find a local candidate first.

WHO APPLIES

The employer, for your first residence and work permit.

ON THE LIST NOW (Q3 2026)

Electricians, aluminium and metal carpenters, crane operators (every province), merchant navy jobs, pro athletes and coaches.

Not sure which one is yours?

Degree or 3+ years of experience in a skilled job: route 01. **Same, with a higher salary and 6+ month contract:** you may also qualify for route 02. **A trade on the official list:** route 03. The company's immigration team or lawyer will confirm the best fit.

What's the same in all three

You need a **job offer from a company in Spain** before anything else. The visa doesn't come first: the company does. That's why the hard part isn't the paperwork, it's finding companies that hire from abroad.

That's what Spainward does. Spainward finds jobs in Spain that sponsor visas and applies for you. General information, not legal advice: salary thresholds and the shortage list change, so confirm the current rules on the official sources below.

Sources: Ley 14/2013, art. 71 (Highly Qualified Professionals: qualification or 3 years' experience; company or professional may apply; validity), art. 71 bis (EU Blue Card: 3-year degree or 5 years' experience, 3 of the last 7 for IT; contract of 6+ months; salary threshold between 1.0 and 1.6 times the average gross salary, 80% for shortage professions and recent graduates), art. 76 (UGE, 20-day decision, approval by silence) · BOE consolidated text, boe.es · SEPE, Catálogo de Ocupaciones de Difícil Cobertura, Q3 2026 (BOE 02/09/2026).