



GERMANY

Opportunity Card and Skilled Employment

Access careers through the Opportunity Card, skilled worker visa and EU Blue Card.

XIPHIAS Immigration | Residency - Citizenship & Corporate Services



About Germany Skilled Migration

Germany offers skilled immigration routes for qualified professionals seeking employment or already holding a German job offer. Principal options include the Opportunity Card, work visa for qualified professionals and EU Blue Card.

Requirements vary by route and may include recognised qualifications, professional experience, language evidence, sufficient funds, a qualifying employment offer and approval for regulated professions.

Eligibility

- Recognised or state-recognised academic or vocational qualification
- Qualifying employment offer for work routes
- At least six Opportunity Card points when required
- German A1 or English B2 for points route
- Sufficient funds and health insurance
- Professional licence for regulated professions

Program Overview



Program Type

Job Search and Skilled Employment



Minimum investment

Not Applicable



Processing Time

Varies by Mission and Route



Physical Presence Required

Required for German Employment

Opportunity Card applicants must prove sufficient funds; EU Blue Card salary thresholds are adjusted annually by the government.

Key Benefits

- Opportunity Card permits twelve-month job search
- Part-time work up to twenty hours weekly
- EU Blue Card supports accelerated permanent settlement
- Skilled-worker settlement may be possible after three years
- Eligible family members may reunite
- Routes for academic and vocational professionals



Skilled Immigration Pathways

Germany provides job-search and employment routes for qualified third-country professionals. The correct pathway depends on qualification recognition, employment, salary, experience, language skills, occupation, financial capacity and individual circumstances.

- Opportunity Card: Issued for up to twelve months to recognised skilled workers or applicants scoring at least six points.
- Points route: Requires a state-recognised foreign qualification, German A1 or English B2, sufficient funds and qualifying points.
- Permitted activity: Holders may work twenty hours weekly and undertake two-week job trials with each employer.
- Qualified professionals: A recognised vocational qualification or comparable academic degree and a specific qualified job offer are required.
- EU Blue Card: Requires qualifying employment for six months and 2026 salary of €50,700, or €45,934.20 for shortage occupations and eligible qualified new entrants.
- Permanent settlement: Skilled workers may qualify after three years; Blue Card holders after twenty-seven months, or twenty-one months with B1 German.

Process

- 1 Profile Assessment**
Identify the route, occupation, qualification status, experience, language ability and financial requirements.
- 2 Qualification Check**
Verify recognition or comparability and obtain professional licensing where necessary.
- 3 Job Search or Offer**
Secure employment for a work visa, or prepare an Opportunity Card job-search application.
- 4 Financial Evidence**
Document salary or sufficient funds, health insurance and accommodation arrangements.
- 5 Visa Application**
Apply online where available, submit documents and attend the German mission.
- 6 Entry and Registration**
Travel after approval, register your address and apply for the residence title.
- 7 Employment and Settlement**
Follow permit conditions, maintain employment and prepare for renewal or permanent settlement.

Step beyond boundaries
and own your place in the world.
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