

Hosting Agreement Holders and their dependents will be eligible to apply for long term residence in the State under the same conditions as apply to holders of Green Cards, i.e. 2 years after admission under a Hosting Agreement.

There is a dedicated Researcher Mobility web portal at: [www.researchcareersireland.com](http://www.researchcareersireland.com). Further information is also available at: [www.iua.ie](http://www.iua.ie) and [www.entemp.ie](http://www.entemp.ie)

### Application Procedures and Costs

- Both employers and employees can apply for both Green Cards and Work Permits
- Costs: A processing fee of €500 for up to 6 months or €1,000 for up to 24 months is paid by the applicant

### What are the Processing Times?

- The current processing times are approximately two weeks for Green Cards, and three weeks for Work Permits.

### Where to apply:

Department of Enterprise, Trade & Employment  
Employment Permits Section, 23 Kildare Street, Dublin 2.  
Telephone: 1890 220 222  
E-Mail: [info@entemp.ie](mailto:info@entemp.ie)  
W: [www.entemp.ie](http://www.entemp.ie)

### For further information:

Employers should contact the Department of Enterprise, Trade & Employment.  
International Students should contact the Careers Advisor in their college and the Department of Enterprise, Trade & Employment.

## KNOW YOUR EMPLOYMENT RIGHTS

As an employee, you are entitled to receive certain basic employment rights in relation to pay, hours of work and annual leave etc. These rights are protected in law and should you be in any doubt, please refer to [www.employmentrights.ie](http://www.employmentrights.ie)

As an employer, you have obligations to ensure that employees receive their basic employment rights. Please refer to [www.employmentrights.ie](http://www.employmentrights.ie)

## FURTHER INFORMATION

- [www.entemp.ie](http://www.entemp.ie)
- [www.inis.gov.ie](http://www.inis.gov.ie)
- [www.citizensinformation.ie](http://www.citizensinformation.ie)
- [www.researchcareersireland.com](http://www.researchcareersireland.com)
- [www.iua.ie](http://www.iua.ie)
- [www.ireland.accaglobal.com](http://www.ireland.accaglobal.com)
- [www.employmentrights.ie](http://www.employmentrights.ie)

### Immigrant Support Organisations

- [www.icosirl.ie](http://www.icosirl.ie)
- [www.immigrantcouncil.ie](http://www.immigrantcouncil.ie)
- [www.mrci.ie](http://www.mrci.ie)
- [www.migrantproject.ie](http://www.migrantproject.ie)

## WHAT IS ICOS?

The Irish Council for International Students (ICOS) is an independent non-profit network of educational institutions, ngos and individuals interested in international education and working with government and other agencies to promote good policies and best practice in relation to the recruitment, access and support of international students in Irish education.

## ICOS CONTACT DETAILS

- A. 41 Morehampton Road, Dublin 4, Ireland
- T. +353 1 660 5233
- F. +353 1 668 2320
- E. [office@icosirl.ie](mailto:office@icosirl.ie)
- W. [www.icosirl.ie](http://www.icosirl.ie)



## Employment of International Graduates in Ireland: Guidelines for Employers and International Students

## PURPOSE OF THIS LEAFLET:

This information leaflet will be of interest to non-EEA graduates of Irish Higher Education Institutions (HEIs) who may be exploring the possibility of staying on in Ireland to work for some time after their studies. The leaflet will also be of relevance to Irish based employers who wish to understand the different schemes that allow for the employment of non-EEA graduates.

**If you are an international graduate from an EU member state (except Bulgaria and Romania) or if you are from Norway, Iceland, Liechtenstein or Switzerland you are already legally entitled to work in Ireland and do not need any additional permission.**

As the rules about different schemes change frequently, you are advised to check the website of the Department of Enterprise, Trade and Employment for the latest information: [www.entemp.ie/labour/workpermits](http://www.entemp.ie/labour/workpermits). Details on the most relevant schemes follows.

### Third Level Graduate Scheme

The Third Level Graduate Scheme offers non-EEA graduates of Irish HEIs a limited period (6 months) during which they may remain in Ireland after their studies in order to gain work experience and/or apply for a Green Card or Work Permit.

You are eligible for this scheme if you have acquired a Primary Degree, a Higher Diploma, a Masters Degree, a Post-Graduate Diploma or a Doctorate Degree (i.e. a qualification from level 7 – 10 on the National Framework of Qualifications) from an Irish HEI. The award must have been made after 1 January, 2007.

You must also hold a current valid Certificate of Registration (GNIB Card) issued by the Garda National Immigration Bureau.

If you qualify for the Third Level Graduate Scheme, you will be granted a six month extension of your current student permission. This extension can be obtained by reporting with the relevant documents to your local GNIB office. The six months starts from the date you receive your examination results from your college. The scheme allows employers to employ graduates who qualify for the scheme for up to 40 hours per week under student visa arrangements (Stamp 2 on a GNIB Card).

If you want to continue in employment, in Ireland, after the six-month period has expired, you will have to apply to another scheme. A job offer will need to be secured during the six month period. Details are available on [www.entemp.ie/labour/workpermits/graduatescheme.htm](http://www.entemp.ie/labour/workpermits/graduatescheme.htm).

### Green Card Scheme

The Green Card Scheme is designed to facilitate the employment of highly skilled graduates/workers in specific sectors where there may be skill shortages. It will be of interest to graduates and employers in strategically important sectors of the economy such as Information Communications Technology (ICT), Health, Financial Services and Research.

A Green Card Permit is an employment permit issued to an employee allowing his/her employment in Ireland by a named employer in the occupation specified on the permit. It is issued for an initial period of two years and allows the holder to immediately apply for family reunification. The Green Card Permit is renewable and can facilitate a pathway to permanent residence after the initial two years.

The Green Card permit is available for almost all occupations with annual salaries of €60,000 or more. It is also available for a restricted list of occupations with annual salaries of between €30,000 - €59,999. The list of occupations is available on the website of the Department of Enterprise, Trade & Employment (DETE) and is subject to change. Both employers and employees can apply for the Green Card Permit. Application forms and details are available online at [www.entemp.ie](http://www.entemp.ie)

### Work Permit Scheme

If you do not qualify for a Green Card, you may be able to work in Ireland on the basis of a Work Permit. The Work Permit Scheme is designed to facilitate the employment of non-EEA nationals in situations where there may be labour shortages. Some jobs, however, are ineligible and will not qualify for consideration. Generally, work permits will only apply to positions which carry an annual salary of €30,000 or more. Exceptions may be made especially in cases where applicants can demonstrate that the entry level salary for graduates in the specified sector is below €30,000.

Like the Green Card Permit, the Work Permit is a permit issued to an employee which allows for his/her employment with a named employer in the occupation specified on the permit. Application for a work permit is subject to a labour market test. This means that the job in question must have been advertised with FAS and EURES (European Job Mobility Portal) and in national newspaper(s) to prove that no EEA candidate is available. The Work Permit is available for up to two years initially, can be renewed for a further three years, and after five years can be renewed indefinitely.

The list of ineligible occupations is posted on the website of the Department of Enterprise, Trade & Employment (DETE). Both employers and employees can apply for the Work Permit and application form and details are available online: [www.entemp.ie](http://www.entemp.ie)

### Employment of Non-EEA nationals pursuing a Professional Accountancy Qualification

If you are a student pursuing an accountancy qualification, you may be able to work full time in an accountancy/finance role with an approved employer without the requirement to obtain a work permit. ACA, ACCA, CIMA and CIPA have an agreement with the Irish Naturalisation and Immigration Service (INIS) to facilitate the full-time training, in an accountancy/finance role, of non-EEA students. Such students are granted a renewable Stamp 1A for up to twelve months at a time, provided they present to their local Immigration Officer with evidence of student membership of the professional accountancy body; evidence of attendance at part time accountancy courses; evidence of a suitable training contract with an employer and exam result(s) when appropriate.

In addition, students who have passed all their exams will be allowed to retain their Stamp 1A status until they have been invited by the relevant accountancy body to become full members. After this period and with satisfactory evidence, successful candidates will be able to avail of the Graduate Employment Scheme. Details are available on the ACCA website: [www.ireland.accaglobal.com](http://www.ireland.accaglobal.com)

### Employment Scheme for Researchers

Under the Hosting Agreement Scheme, contract researchers can undertake employment in an accredited research organisation in Ireland without requiring a Green Card or Work Permit. Your permission will be linked to a named organisation, as with other work permits, and to a specific research role in that organisation. Funding for that role must come from a recognised national/international public funding agency. Your employment will not be subject to a labour market test. However, researchers must be earning a minimum of €25,000 per annum, without dependents, and €30,000, with dependents.

All research active organisations (including in industry) who have funding from public sources can apply for accreditation under this scheme.

Similar to a work permit, the hosting agreement is only valid for the duration of your employment with the accredited organisation. Should you change employer, you must then apply for the relevant permit to reside in the State. The hosting agreement is non-transferable between employers. However, if you do find employment with another research active accredited association, another Hosting Agreement will be issued by that Host Institution.