

Residence Authorisation for Highly Qualified Professionals and EU Blue Card

- ☒ Requirements, procedure
and documentation checklist
for the application, step by step

What is residence as a Highly Qualified Professional?

The residence authorisation for highly qualified professionals allows foreign professionals to come to Spain to take up highly qualified employment or carry out a highly qualified professional activity. The authorisation is valid throughout the national territory and is processed under Law 14/2013, of 27 September, on support for entrepreneurs and their internationalisation.

Who is it for?

- **Foreign professionals hired by companies established in Spain** to fill positions that require a higher education qualification or, exceptionally, comparable professional experience.
- **Professionals assigned to highly qualified technical, scientific or managerial positions.**

The national Highly Qualified Professional authorisation differs from the EU Blue Card, which is a specific modality with its own requirements and mobility regime.

Requirements

- Be a national of a third State and not be subject to the EU regime on free movement of Union citizens.
- Not be in an irregular situation in Spain.
- Have no criminal record in Spain or in the required countries of residence.
- Hold public or private health insurance authorised to operate in Spain, unless coverage under the National Health System applies.
- Have sufficient financial means for themselves and, where applicable, for their family members, under the terms required by the applicable regulations.
- Evidence a qualification at least equivalent to MECES Level 1 (Higher Technician) and EQF Level 5, or, alternatively, 3 years of professional experience of a comparable level.
- The contract must relate to a highly qualified position in the technical, scientific or managerial field.
- The contract and employment conditions must comply with Spanish labour regulations and the applicable collective bargaining agreement.

Academic qualification or experience

ROUTE	REQUIREMENT
Qualification	MECES Level 1 / EQF Level 5 (Higher Technician).
Alternative experience	At least 3 years of professional experience comparable to the required qualification.

Salary: Law 14/2013 does not set a single minimum salary for the national Highly Qualified Professional authorisation. As a practical reference, the following indicative benchmarks are applied by the UGE-CE: €40,077 gross per year for qualified technicians and €54,142 for executives and managers, with possible 25% reductions in the cases indicated.

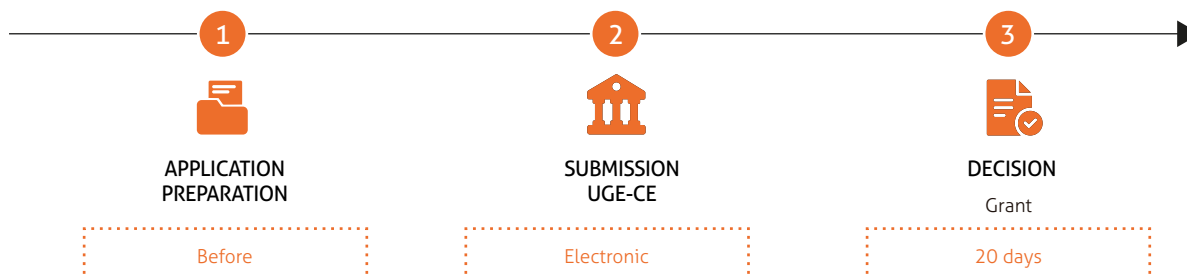
Required documentation

- Official form MI-T (International Mobility (Main Applicant)), duly completed and signed.
- Full valid passport.
- Criminal record certificate and the corresponding sworn statement.
- Employment contract signed by both parties, stating the position, duties, duration and salary conditions.
- Documentation evidencing the qualification or, where applicable, at least 3 years of comparable professional experience.
- For regulated professions, homologation or recognition of the qualification where required under sector-specific regulations.
- Company documentation: NIF, registered deed of incorporation and evidence of legal representation where applicable.
- Evidence of health insurance and, where applicable, of the required financial means.
- Proof of payment of the administrative fee.

Foreign public documents must be legalised or apostilled where applicable, and documents not drafted in Spanish must be accompanied by a translation carried out by a sworn translator.

Step-by-step procedure and key deadlines

PHASE 1 · PREPARATION AND SUBMISSION



PHASE 2 · ENTRY, TIE AND MAINTENANCE



*The TIE applies when the authorisation is valid for more than six months.

The application is submitted exclusively online to the Large Companies and Strategic Groups Unit (UGE-CE), by the company or by the foreign professional whose incorporation is requested, either personally or through a representative/lawyer.

The maximum decision period is **20 days** from electronic submission. If no decision is issued within that period, the authorisation is **deemed granted by administrative silence**.

Entry into Spain and TIE

If the professional is outside Spain and requires a visa, they have one month from notification of the grant to the employer to apply for it at the corresponding consulate.

Once the visa is granted, it must be collected in person and entry into Spain must take place within its validity period.

When the authorisation is valid for more than six months, the TIE must be requested in person within the month following Social Security registration.

The authorisation allows the holder to reside and work in Spain without the need for an additional work permit.

Duration and renewal

- The authorisation is valid for 3 years, or for the duration of the contract plus 3 months when the contract is for less than 3 years, never exceeding 3 years in total.
- Renewal may be requested during the 60 calendar days before expiry and, within 90 days afterwards, without prejudice to any possible sanctioning procedure.
- Renewal is granted for periods of 2 years, provided the conditions that gave rise to the right are maintained.
- Submission within the deadline extends the validity of the previous authorisation until a decision is issued.
- Long-term residence may be requested after 5 years, provided the legally established requirements are met.

Family reunification

No minimum period of prior residence of the main applicant is required for their family members to apply for the corresponding residence authorisation. Family members' applications may be submitted jointly and simultaneously with the main applicant's, or afterwards. Authorised family members are entitled to reside and work in Spain from the granting of their authorisation, without the need to process an additional work permit. Their authorisation will generally have the same duration as the main applicant's. The application is made using form MI-F.

The success of an application depends on a detailed analysis of the particular circumstances of each case. The information contained in this document is provided for informational purposes only and does not constitute individualised legal advice, nor does it replace such an analysis. Requirements, supporting documentation and administrative fees may vary depending on the particular circumstances and are subject to any regulatory changes that may occur.



Documentation checklist

	KEY STAGE	DOCUMENTATION	RECOMMENDATIONS	DEADLINE / VALIDITY
PHASE 1 - PREPARATION AND SUBMISSION	1 Preparation	☐ MI-T. ☐ Passport. ☐ Contract. ☐ Qualification/experience. ☐ Criminal record. ☐ Company.	Check consistency between the position, duties, qualification and contract.	Before submission.
	2 Submission	☐ Complete file. ☐ Electronic signature / representation.	Submission to the UGE-CE.	Start of the 20-day period.
	3 Decision	Proof of submission.	Monitor the electronic notification.	20 days. In the absence of a decision within this period, the application is deemed granted.
PHASE 2 - ENTRY, TIE AND MAINTENANCE	4 Visa, if applicable	☐ Passport. ☐ Criminal record. ☐ Medical certificate. ☐ Contract. ☐ Fee.	Apply within the month following notification of the grant to the employer.	1 month to apply.
	5 Entry	☐ Passport. ☐ Visa, if applicable.	Enter within the visa's validity and complete the corresponding registration.	Visa validity.
	6 Registration and TIE	☐ Social Security registration. ☐ TIE/fee. ☐ Photograph. ☐ Passport.	Apply for the TIE in person when applicable.	1 month from Social Security registration.
	7 Renewal	Documentation evidencing that the requirements continue to be met.	Prepare in advance and monitor the expiry date.	60 days before and up to 90 days after.

What is the EU Blue Card and what is it for?

The EU Blue Card is a specific modality of residence authorisation for highly qualified professionals, regulated under Article 71 bis of Law 14/2013. It differs from the national Highly Qualified Professional authorisation in its specific qualification, employment and salary requirements, and in that it incorporates a specific mobility regime within the European Union.

Requirements

- Evidence a higher professional qualification, through a higher education qualification of at least three years' duration, equivalent to MECES Level 2 and EQF Level 6, or, alternatively, evidence the legally required comparable professional experience.
- In the case of information and communication technology professionals and managers, qualification may be evidenced through 3 years of relevant professional experience within the 7 years prior to the application.
- For regulated professions, evidence homologation or recognition of the professional qualifications where required.
- Hold a valid employment contract or a firm job offer for highly qualified employment for a period of at least 6 months.
- Receive a gross annual remuneration equal to or higher than the salary threshold established for the EU Blue Card, under the regulations in force. For 2026, this threshold has been updated by Order PJC/44/2026.

Mobility within the European Union

The EU Blue Card incorporates a specific mobility regime that allows the holder to relocate to another Member State to carry out highly qualified employment, subject to the conditions set out in the applicable regulations. In particular, after 12 months of legal residence in the first Member State as an EU Blue Card holder, the holder may access the long-term mobility regime to a second Member State.



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MADRID

Paseo de la Castellana 53, 28046.
+34 91 080 09 29
firstcontact@seegman.com
www.seegman.com

LISBOA

R. Latino Coelho 87 - 1050-134
+351 213472251
firstcontact@seegman.com
www.seegman.com