



UNIVERSITY OF  
CAMBRIDGE

# Global Talent Visa

Guidance for current and prospective staff



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# Overview of the Global Talent Visa

The Global Talent Visa route replaced the Tier 1 (Exceptional Talent) visa route on 20<sup>th</sup> February 2020. Those holding Tier 1 (Exceptional Talent) visas issued before 20<sup>th</sup> February 2020 are not required to do anything to preserve their visa status - all their existing terms, conditions and validity remain intact.

From 1 January 2021, this route is accessible by new arrivals of EU/EEA & Swiss nationals.

The Global Talent Visa is available for people who are internationally recognised as leaders or potential leaders in the fields of science and the arts, and who require a visa to work in the UK. The visa comes with many benefits over its counterpart, the Skilled Worker Visa:

- Greater flexibility in your employment. With a Global Talent Visa you can freely move between institutions, locations, jobs/roles. By contrast, a Skilled Worker Visa 'ties' you to a particular employer and job role, requiring you in most cases to apply for a new visa if you move jobs.
- A low cost, flat-rate visa (typically half the cost of a 5 year Skilled Worker Visa).
- Greater flexibility to undertake collaborations within the UK.
- Your choice in visa length (from one year to five years) with the option to retain this visa category indefinitely.
- An application for Indefinite Leave to Remain (ILR)/ settlement can be made after 3 years, which will exempt you from the requirement to hold a visa to work in the UK.
- No cap on visa numbers.

Applying for a Global Talent visa is a **two-stage** process:

For the **first stage**, you must apply to be **endorsed** by one of the endorsing bodies who have been given authority by the Home Office to determine who meets the visa criteria:

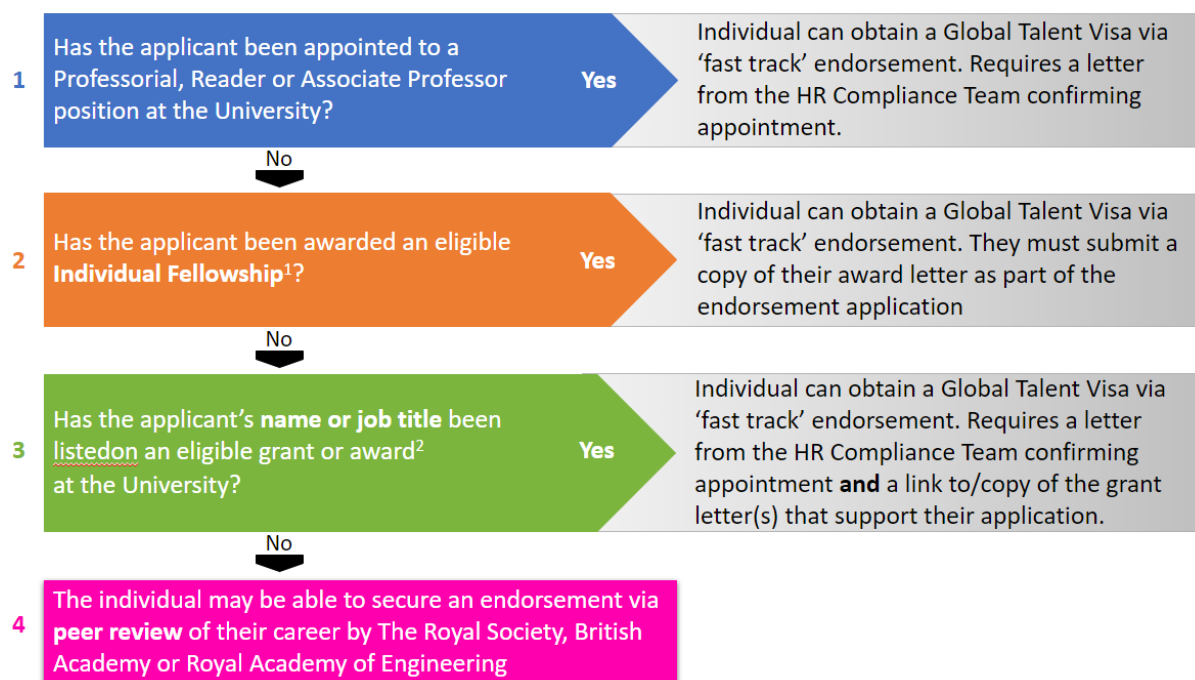
- [The Royal Society](#)
- [The British Academy](#)
- [The Royal Academy of Engineering](#)
- [UK Research and Innovation \(UKRI\)](#)
- [Arts Council England](#)

**In all cases**, the endorsement cost is non-refundable.

After gaining an endorsement, you are then able to proceed to the **second stage**, which is the visa application itself. If you gain an endorsement, you are guaranteed a Global Talent visa (subject to normal immigration checks).

# Applying for an Endorsement (stage 1)

It is possible to apply for the endorsement from either inside or outside the UK, regardless of your visa status. However, for the visa application (stage 2), there are certain restrictions on where and how this can be submitted. Further guidance on this can be found in the [‘Applying for the visa’](#) section of this guidance.



Notes:

<sup>1</sup> See [Awarded an eligible individual Fellowship](#)

<sup>2</sup> See [Name or job title listed on eligible grant application](#)

**There are four potential paths through which an endorsement for Global Talent can be gained.**

Each path has specific application criteria and eligibility. Please see the following guidance for each path:

1. [Appointed to senior academic or research position](#)
2. [Awarded an eligible individual Fellowship](#)
3. [Name or job title listed on eligible grant application](#)
4. [‘Standard’ peer review path](#)

## Path 1 – Appointed to a Senior Academic or Research position

Any individual appointed to a role with responsibility for “academic or research leadership or development”, or “directing or leading a programme of research” at the University will be *automatically eligible* for a Global Talent Visa.

In practice, the following roles at the University will be able to access this route: Professor, Head of Department, Director of Research and Principal Research positions.

Associate/Assistant Professor roles may be eligible, but this will need to be assessed on a case by case basis. Please contact the [HR Compliance Team](#) in the first instance. Please note that postdoctoral research positions (i.e. Research Associate, Research Assistant) are **not eligible** to access this route.

### Steps to apply

- 1) Upon acceptance of a job offer for a senior academic or research position at the University, your department may make you aware of this path to a visa. If not, please contact the [HR Compliance Team](#) in the first instance.
- 2) The HR Compliance Team will provide a letter (‘Statement of Guarantee’) for you, which will form the basis of your application for an endorsement for Global Talent. A signed copy of this letter will be provided to you by email. **You will not need to submit the original.**
- 3) Once you have the letter, you can apply for endorsement online: <https://visas-immigration.service.gov.uk/product/global-talent-endorsement>
  - a) On the application form, you will first be asked to enter your personal details. Once you complete those sections, the form will ask you about your application. Please see the following guidance on some of the questions which may not be clear:

### Entry clearance or leave to remain

Are you applying for entry clearance or leave to remain (stage 2) at the same time as making this application for endorsement (stage 1)?

☐ Yes ☐ No

[Return to this application later](#)

[Show and edit answers](#)

[Save and continue](#) [Cancel](#)

This question is asking if you want to apply for the visa (stage 2) at the same time as the endorsement application (stage 1).

**You do not need to do so;** this is only really beneficial to you if you are currently in the UK and your current visa is about to expire. Please contact the [HR Compliance Team](#) if you need further advice on this issue.

## Application criteria

Were you endorsed under exceptional promise or exceptional talent criteria?

You can find this in the endorsement letter sent to you following your successful endorsement application. See guidance on [endorsement criteria](#) for further details.

- ☒ Exceptional talent
- ☐ Exceptional promise
- ☐ Neither - I was endorsed under the UK Research and Innovation endorsed funder route

Select 'Exceptional talent'.

## Field of talent

State your field of talent

Which endorsing body do you wish to support your application for endorsement?

Read the [guidance](#) to see which specialisms are covered by the endorsing bodies. If your specialism is not covered, your application is likely to be unsuccessful

- ☐ The British Academy
- ☐ The Royal Academy of Engineering
- ☐ The Royal Society
- ☐ Arts Council England

Enter your **field of talent** as listed on [gov.uk](#). If your particular field is not listed, please select the closest option.

Select the **most appropriate endorsing body**, again with reference to the above webpage.

## Fast Track Consideration

Are you applying for fast track consideration?

[Read the guidance](#) for the full list of fellowships and details of qualifying appointments that come under fast track consideration

- ☐ I hold a fellowship named in the Global Talent policy guidance
- ☒ I have been appointed to a qualifying academic or research position at a UK higher education institution or research institute

What is the name of your position?

What is the name of your employing institution?

- ☐ No

I confirm I will provide:

- ☒ A declaration from the director of human resources or equivalent at the employing institution, as described in the Global Talent Policy guidance

Tick the boxes and enter the employer name as shown, and **enter the appropriate job title (the one which you have been offered) in the required box.**

- b) After you submit the application, you should send the Statement of Guarantee, along with the details of your role, to the Home Office using the email address on the short 'checklist' you are provided.
- c) The Home Office will forward the application to the Royal Society/British Academy/Royal Academy of Engineering (as appropriate). Within **14 days** of this referral, you will receive your Global Talent endorsement confirmation via email.
- d) You can then apply for **stage 2**, which is the visa application itself. You must do so within 3 months of receipt of the endorsement confirmation. **Please see the ['Applying for the visa'](#) section of this guidance.**

## Path 2 – Awarded an eligible Individual Fellowship

Any individual awarded a **specific Individual Fellowship** on the [list approved by the British Academy, Royal Academy of Engineering and the Royal Society](#) is *automatically eligible* to obtain a Global Talent visa. Please note that the list is divided in to ‘Exceptional Talent’ and ‘Exceptional Promise’ eligible fellowships.

### Steps to apply

- 1) You are eligible for this path as soon as you are awarded an Individual Fellowship from the above list, and you will remain eligible for up to 5 years after the end of the Fellowship. You can be a current or prospective employee/visitor at the University.
- 2) For most Fellowships, you will require a copy of your Fellowship award letter. **You will not need to submit the original.**

If you have a **Marie Skłodowska-Curie Actions (MSCA) Postdoctoral Fellowship** (named MSCA Individual Fellowship until 2020) or a **European Research Council (ERC) Grant**, please check the [endorsing bodies’ guidance](#) on what documents you need to submit (under “Assessment – Route 2 (Individual fellowships)”).

- 3) Once you have the letter, you can apply for endorsement online: <https://visas-immigration.service.gov.uk/product/global-talent-endorsement>
  - a) On the application form, you will first be asked to enter your personal details. Once you complete those sections, the form will ask you about your application. Please see the following guidance on some of the questions which may not be clear:

### Entry clearance or leave to remain

Are you applying for entry clearance or leave to remain (stage 2) at the same time as making this application for endorsement (stage 1)?

☐ Yes ☐ No

[Return to this application later](#)

[Show and edit answers](#)

This question is asking if you want to apply for the visa (stage 2) at the same time as the endorsement application (stage 1).

**You do not need to do so;** this is only really beneficial to you if you are currently in the UK and your current visa is about to expire. Please contact the [HR Compliance Team](#) if you need further advice on this issue.



## Application criteria

Were you endorsed under exceptional promise or exceptional talent criteria?

You can find this in the endorsement letter sent to you following your successful endorsement application. See guidance on [endorsement criteria](#) for further details.

- ☐ Exceptional talent
- ☐ Exceptional promise
- ☐ Neither - I was endorsed under the UK Research and Innovation endorsed funder route

Select either 'Exceptional talent' or 'Exceptional promise' **depending upon which category your Fellowship falls under (as per the above link to eligible fellowships).**

## Field of talent

State your field of talent

Which endorsing body do you wish to support your application for endorsement?

Read the [guidance](#) to see which specialisms are covered by the endorsing bodies. If your specialism is not covered, your application is likely to be unsuccessful

- ☐ The British Academy
- ☐ The Royal Academy of Engineering
- ☐ The Royal Society
- ☐ Arts Council England

Enter your **field of talent** as listed on [gov.uk](#). If your particular field is not listed, please select the closest option.

Select the **most appropriate endorsing body**, again with reference to the above webpage.

## Fast Track Consideration

Are you applying for fast track consideration?

[Read the guidance](#) for the full list of fellowships and details of qualifying appointments that come under fast track consideration

- ☒ I hold a fellowship named in the Global Talent policy guidance

What is the name of your fellowship?

- ☐ I have been appointed to a qualifying academic or research position at a UK higher education institution or research institute
- ☐ No

I confirm I will provide:

- ☒ Evidence from the relevant body confirming the fellowship you have been awarded

Tick the boxes as shown and **enter the name of your Fellowship as listed on the eligible fellowships list.**

- b) After you submit the application, you should send the Fellowship award letter (**no other documents required**) to the Home Office using the email address on the short 'checklist' you are provided.
- c) The Home Office will forward the application to the Royal Society/British Academy/Royal Academy of Engineering (as appropriate). Within **14 days** of this referral, you will receive your Global Talent endorsement confirmation via email.
- d) You can then apply for **stage 2**, which is the visa application itself. You must do so within 3 months of receipt of the endorsement confirmation. **Please see the '[Applying for the visa](#)' section of this guidance.**

## Path 3 – Job title or name listed on eligible grant/award

This path is open to any non-UK Research Assistant/Research Associate/Senior Research Associate or specialist technician at the University who meet the following criteria:

- Holds, or has been offered, at the point of applying for endorsement, a contract of employment/hosting agreement at University of Cambridge of at least one year in length; and
- Will, or currently does, direct a unique research or innovation project, or provide critical contributions to work, supported by a research grant or award which lasts at least 2 years in total and is worth at least £30,000 from [a funder approved by UK Research and Innovation \(UKRI\)](#); and
- **Is named or job title** (as above) **is listed** on the eligible grant/award; and
- Spends at least 50% of their working time on the eligible grant/award (**not** 0.5 FTE / 50% – part time working is allowed and there are no minimum salary requirements). Principal Investigators and Co-Investigators may be able to aggregate time spent on multiple eligible grants.

### Steps to apply

- 1) To be eligible for this path, you can be a current or prospective employee/visitor at the University. **You must meet the eligibility requirements as set out above.**
- 2) For documentation, you will require:
  - a) a letter issued by HR Compliance which confirms your eligibility for the route (a 'Statement of Guarantee); **and**
  - b) written confirmation of the award from the grant/award funder that confirms eligibility (**note:** we may be able to include a link to the grant information in the Statement of Guarantee, in which case you would not need to submit a grant document).
- 3) Once you have the Statement of Guarantee, you can apply for endorsement online: <https://visas-immigration.service.gov.uk/product/global-talent-endorsement>
  - a) On the application form, you will first be asked to enter your personal details. Once you complete those sections, the form will ask you about your application. Please see the following guidance on some of the questions which may not be clear:

### Entry clearance or leave to remain

Are you applying for entry clearance or leave to remain (stage 2) at the same time as making this application for endorsement (stage 1)?

☐ Yes ☐ No

[Save and continue](#) [Cancel](#)

[Return to this application later](#)

[▶ Show and edit answers](#)

This question is asking if you want to apply for the visa (stage 2) at the same time as the endorsement application (stage 1).

**You do not need to do so**; this is only really beneficial to you if you are currently in the UK and your current visa is about to expire. Please contact the [HR Compliance Team](#) if you need further advice on this issue.

### Application criteria

Were you endorsed under exceptional promise or exceptional talent criteria?

You can find this in the endorsement letter sent to you following your successful endorsement application. See guidance on [endorsement criteria](#) for further details.

☐ Exceptional talent

☐ Exceptional promise

☒ Neither - I was endorsed under the UK Research and Innovation endorsed funder route

Select the option shown.

### Field of talent

State your field of talent

Enter the most appropriate of Science, Engineering, Humanities or Medicine.

### UK Research and Innovation fast track

Are you applying as part of the UK Research and Innovation fast track ?

Select 'yes' if you have received a research grant or award from an [endorsed funder](#).

☒ Yes ☐ No

I confirm I will provide:

☒ Written confirmation of the award from the endorsed funder or providing a link to the grant or award on a UKRI-approved database

☒ A declaration from the director of human resources (or equivalent) of your employing or hosting organisation, explaining your role. This declaration must meet specific requirements. See the guidance for further details

Select 'Yes' and tick both boxes.

- b) After you submit the application, you should send the Statement of Guarantee and, if required, the grant award letter (**no other documents required**) to the Home Office using the email address on the 'checklist' you are provided.

- c) The Home Office will forward the application to UK Research and Innovation (UKRI). Within **14 days** of this referral, you will receive your Global Talent endorsement confirmation via email.
- d) You can then apply for **stage 2**, which is the visa application itself. You must do so within 3 months of receipt of the endorsement confirmation. **Please see the [‘Applying for the visa’](#) section of this guidance.**
- e) If you currently hold a Tier 4/Student visa, you **must not submit the visa (stage 2) application** until:
  - i) Undergraduate and Masters students: you have completed your course (i.e. the course end date on your Confirmation of Acceptance for Studies (CAS) has passed).

If you meet the criteria for this path, the HR Compliance Team can provide the Statement of Guarantee to accompany your endorsement application up to 3 months before the course end date on your CAS (endorsement is valid for 3 months during which time you must apply for the visa). If you are a University of Cambridge student, we will verify this on our internal system. If you are an external student, you will be asked to provide a copy of your CAS.
  - ii) PhD students: you have completed at least 24 months of your current PhD studies.

If you meet the criteria for this path, the HR Compliance Team can provide the Statement of Guarantee to accompany your endorsement application 21 months after the course start date on your CAS (endorsement is valid for 3 months during which time you must apply for the visa). If you are a University of Cambridge student, we will verify this on our internal system. If you are an external student, you will be asked to provide a copy of your CAS.

## Path 4 – ‘Standard’ Peer Review path

If you are not eligible for endorsement via any of the first three paths, you can still seek endorsement by the Royal Society/British Academy/Royal Academy of Engineering (as appropriate), and they will undertake a peer-reviewed assessment of your career to determine eligibility for the visa.

### Steps to apply

- 1) To be eligible for this path, you can be a current or prospective employee/visitor at the University.
- 2) Peer Review has two categories:
  - a) Exceptional Talent, for those at an advanced stage in their career and who are leaders in their field; and
  - b) Exceptional Promise, for those at an earlier stage in their career, who have the potential to be a leader in their field.

It is up to you to be realistic in deciding into which category you fit best.

- 3) You must meet the following requirements:
  - a) Be an active researcher in a university, a research institute or in industry; and
  - b) Hold a PhD, or have equivalent research experience which can include industrial or clinical research, but cannot include time spent carrying out research while studying; and
  - c) Be able to produce the required documents for assessment (see 4 below); and
  - d) **Exceptional Promise category only:** Be at an early stage of your career.
- 4) You will require the following documentation to evidence your eligibility:
  - a) Your most recent CV (3 sides of A4 paper at most); and
  - b) A letter of personal recommendation from an eminent person resident in the UK who can support your application. Once completed, the letter should be sent to you for inclusion in your application pack. There are no issues with you seeing and reading the letter yourself. The letter should be dated and **must** include the following:
    - How the eminent person knows you;
    - Your achievements in the specialist field;
    - How in the opinion of the eminent person you exhibit Exceptional Promise/Talent;
    - How you would benefit from living in the UK; and
    - How you are likely to contribute to UK research/innovation and to wider society.
  - c) Where you are seeking endorsement as a person of ‘**Exceptional Talent**’ (as opposed to ‘Exceptional Promise’, where this is not required), you must also include second letter

which contains an objective assessment of your reputation in your field. The author must be a senior member of a UK organisation involved in research or innovation in your field (the more senior/ eminent in your field, the better). The letter should include:

- confirmation that the author is a senior member of a reputable UK organisation concerned with research or innovation in your field; and
  - why the author considers that your work shows exceptional talent; and
  - how you are likely to contribute to UK research or innovation excellence and to wider society; and
  - confirmation that the author's assessment is provided in their capacity as an objective expert in their field and is an objective assessment of your reputation in the field, notwithstanding any personal knowledge they may have of you or any direct involvement they may have (or previously have had) in your work.
- d) Finally, within the application you will be required to write a personal statement "outlining your case for qualifying for Global Talent". It should be of no more than 7,000 characters. There are no 'rules' concerning the content of the personal statement. However, a good structure to use is:
- Your achievements to date
  - Your current research interests
  - Your future aspirations

5) **Apply for endorsement online:** <https://visas-immigration.service.gov.uk/product/global-talent-endorsement>

- a) On the application form, you will first be asked to enter your personal details. Once you complete those sections, the form will ask you about your application. Please see the following guidance on some of the questions which may not be clear:

The screenshot shows a question titled "Entry clearance or leave to remain". The text of the question is: "Are you applying for entry clearance or leave to remain (stage 2) at the same time as making this application for endorsement (stage 1)?". There are two radio button options: "Yes" and "No". Below the options are two buttons: "Save and continue" (in green) and "Cancel" (in grey). At the bottom, there is a link "Return to this application later" and a button "Show and edit answers" with a right-pointing arrow.

This question is asking if you want to apply for the visa (stage 2) at the same time as the endorsement application (stage 1).

**You do not need to do so;** this is only really beneficial to you if you are currently in the UK and your current visa is about to expire. Please contact the [HR Compliance Team](#) if you need further advice on this issue.

## Application criteria

Were you endorsed under exceptional promise or exceptional talent criteria?

You can find this in the endorsement letter sent to you following your successful endorsement application. See guidance on [endorsement criteria](#) for further details.

- ☐ Exceptional talent
- ☐ Exceptional promise
- ☐ Neither - I was endorsed under the UK Research and Innovation endorsed funder route

Select either 'Exceptional talent' or 'Exceptional promise' depending upon which category you fall under (as per step 2 above)

## Field of talent

State your field of talent

academia/research

Which endorsing body do you wish to support your application for endorsement?

Read the [guidance](#) to see which specialisms are covered by the endorsing bodies. If your specialism is not covered, your application is likely to be unsuccessful

- ☐ The British Academy
- ☐ The Royal Academy of Engineering
- ☐ The Royal Society
- ☐ Arts Council England

Enter 'academia/research' into the field of talent box.

Select the **most appropriate endorsing body**, again with reference to the above webpage.

## Fast Track Consideration

Are you applying for fast track consideration?

[Read the guidance](#) for the full list of fellowships and details of qualifying appointments that come under fast track consideration

- ☐ I hold a fellowship named in the Global Talent policy guidance
- ☐ I have been appointed to a qualifying academic or research position at a UK higher education institution or research institute
- ☒ No

The Peer Review path is not fast-track, so select 'No'.

## Academic qualifications

State your academic field

The academic field must be one of the options as described in the Global Talent policy guidance

Enter your academic field as listed on [gov.uk](#). If your particular field is not listed, please select the closest option.

**Note:** on the following page, you should only tick the options for which you can provide documentary evidence. **You do not need to tick every box.**



- b) After you submit the application, you should send the relevant documentation (as per step 4 above) to the Home Office using the email address on the 'checklist' you are provided.
- c) The Home Office will forward the application to the Royal Society/British Academy/Royal Academy of Engineering (as applicable). Within **6-8 weeks** of this referral, you will receive your Global Talent endorsement confirmation via email.
- d) You can then apply for **stage 2**, which is the visa application itself. You must do so within 3 months of receipt of the endorsement confirmation. **Further guidance on this can be found in the ['Applying for the visa'](#) section** of this guidance.

## Applying for the visa (stage 2)

If/when your application is endorsed, you will be notified via the email address you provided in your application form.

You **must** apply for the Global Talent Visa within **three months** of notification of endorsement.

How to apply depends on where you are applying from:

I am applying from outside the UK	I am applying from inside the UK
<p>You must apply online: <a href="https://www.gov.uk/global-talent/apply-from-outside-the-uk">https://www.gov.uk/global-talent/apply-from-outside-the-uk</a></p> <p>You can apply from <b>any</b> country in the world, (except Republic of Ireland) even if you are only temporarily resident there, i.e. as a visitor.</p>	<p>You must apply online: <a href="https://www.gov.uk/global-talent/switch-to-this-visa">https://www.gov.uk/global-talent/switch-to-this-visa</a></p> <p>You can switch into Global Talent from any visa whilst inside the UK <b>except</b> if you hold:</p> <ul style="list-style-type: none"><li>• A visitor visa/visitor status granted at the border;</li><li>• A short-term study visa;</li><li>• A visa issued outside of the Immigration Rules, i.e. 'exempt status'.</li></ul> <p>There will be a requirement to enrol biometrics at a visa application centre within the UK after application has been made.</p>

For further information on how to apply, please see the published Home Office guidance:

<https://www.gov.uk/global-talent>

**Important:** if you are applying for a visa in the UK (in other words, if you are extending an existing Global Talent Visa, or you are applying to switch from another visa type):

- a) The start date will be the date the permission to stay is granted, rather than the day after your existing visa expires. You may wish to factor this in when deciding when to submit your visa application, but it wholly depends on your circumstances; and
- b) You must not leave the Common Travel Area (the UK, Ireland, Jersey, Guernsey and the Isle of Man) between submitting your visa (stage 2) application and receiving a decision. If you do, the Home Office will automatically withdraw your application.

## Tier 4/Student visa holders

If you are applying under paths 2 or 3, you **must not submit the visa (stage 2) application** until:

- Undergraduate and Masters students: you have completed your course (i.e. the course end date on your Confirmation of Acceptance for Studies (CAS) has passed).
- PhD students: you have completed at least 24 months of your current PhD studies.

**No other path will allow you to apply without already holding a PhD.**

## How much does the application cost? (all paths)

Please see the [gov.uk webpage](#) for current visa costs.

Please note that the University will meet the visa fee, NHS Surcharge fee and (at departmental discretion) the fast track fees for all new employees at the University who have a start date on or after 1 October 2024. Please see the “Visa fee payments” section of [our webpage](#) for more guidance on this process.

## Immigration Health Surcharge

The payment of the Immigration Health Surcharge (IHS), also known as the NHS surcharge, is mandatory for all non-UK nationals who are issued a visa of more than 6 months in length (and applies to all applications submitted in the UK, regardless of length). It is an additional charge, over and above the visa fee, and must be paid in full at the time of the visa application. Payment of the IHS will ensure that you have full access to the UK National Health Service (NHS) on the same terms as a permanent UK resident. As noted above, **the University will pay this fee for all new employees who have a start date on or after 1 October 2024.**

**If you include family members in your visa application, the IHS payment page may say you do not have any dependants.** This is because, though the IHS must be paid with your visa application, it is a separate system. Your dependants will need to pay the IHS themselves when they submit their own visa applications.

If a visa application is refused or rejected, the IHS will be automatically refunded; however, there is no refund if you obtain a visa and then decide not to come to the UK, if you leave the UK earlier than the end of your visa, or if your visa is cancelled by the Home Office; nor is there any refund if you do not use the NHS.

For further guidance, including information on who needs to pay the IHS and how much it costs, please see the [gov.uk webpages](#).

## Tuberculosis Testing

Individuals applying to enter the UK for more than 6 months who live, or have lived for more than 6 months within the last 6 months, in certain countries must provide a [valid medical certificate](#) issued by a medical practitioner approved by the Secretary of State, confirming that they have undergone screening for active pulmonary tuberculosis (TB) and that such TB is not present in the individual.

More information on Tuberculosis screening can be found in a joint [Public Health England and Home Office leaflet](#) (pdf download).

## **What documents will I need to provide with stage 2?**

- In all cases you will be required to submit your valid passport.
- As part of the application you will be required to give consent for the Endorsing Body to contact the Home Office and share the outcome of your endorsement. Therefore you do not need to submit the email you received confirming the endorsement was granted.
- If TB testing is required (as above), you will require a copy of the test outcome.
- For dependants – you will be directed on the application form as to which documents you will need to provide.

## On your first day of work

Your departmental administrator will contact you in advance of your arrival to make arrangements for your first day. Under UK legislation, as an employer we are required to check that you hold permission to live and work in the UK before you start work.

In late 2024, the Home Office discontinued production of Biometric Residence Permits and your visa status will therefore be granted as a 'digital status', linked to your passport. If you are coming to the UK from overseas, this will facilitate your entry into the UK. **You must not enter the UK before the start date on your digital status. If you do, you will be classed as a Visitor will be unable to start work until you have left the UK and re-entered during the validity period on your digital status.** If you are already in the UK, please check with your department whether or not you can start work before your Global Talent visa is granted.

To prove your right to work before employment commences, you will be required to carry out a video call or have a meeting with your recruiting department. They will ask you to provide a 'share code' in the first instance from <https://www.gov.uk/prove-right-to-work>.

## Extension applications

If/when you are applying for an extension of your Tier 1 (Exceptional Talent) visa or Global Talent visa, you only need to make a single application and **you do not need to obtain a new endorsement**.

You will need to pay the full Global Talent visa fee in a single payment.

To be approved, you must meet the following criteria:

- The endorsing body that originally endorsed your stage 1 endorsement application has not advised the Home Office that this has been withdrawn; and
- During your most recent period of leave as a Tier 1 (Exceptional Talent) or Global Talent visa holder, you have earned money in the UK as a result of employment or self-employment in your field of expertise. This is the field for which the endorsing body endorsed you. **For practical purposes, you will need to provide: (a) a copy of your employment contract with University of Cambridge and (b) a letter from your department stating that, during your most recent period of permission, you have earned money in the UK in your field of expertise.**
- Apply online here: <https://visas-immigration.service.gov.uk/product/global-talent>

## Dependants

Your dependants can apply at the same time as you to enter the UK. Alternatively, they can wait until you have entered the UK and started work before they apply. Dependants are not involved in any way with the first stage (endorsement).

A dependant visa provides the right to work in the UK and/or study at any private or State-funded school, Further Education College or University.

[Our website](#) provides comprehensive guidance concerning dependants.

## **Indefinite Leave to Remain (ILR)/Settlement**

You are eligible to apply for settlement after **3 years** holding either a Tier 1 (Exceptional Talent) visa or Global Talent visa, regardless of the path under which you were endorsed. Dependants must be resident for 5 years but, at the point you apply for ILR, they can apply to extend their dependant visa to allow them to accrue the full 5 years.

The University has comprehensive guidance on making an ILR application at <https://www.hr.admin.cam.ac.uk/hr-services/visas-immigration/working-uk/indefinite-leave-remainsettlement>