Global Talent Visa

Guidance for current and prospective staff
Contents
Overview of the Global Talent Visa

Applying for an Endorsement (stage 1)
Path 1 – Appointed to a Senior Academic or Research position
Steps to apply:
Path 2 – Awarded an eligible Individual Fellowship
Steps to apply:
Path 3 – Job title listed on eligible grant/award
Steps to apply:
Path 4 – ‘Standard’ Peer Review path
Steps to apply:

Applying for the visa (stage 2)
How much does the application cost? (all paths)
Immigration Health Surcharge
Tuberculosis Testing
Dependants
Extension applications
Indefinite Leave to Remain (ILR)/Settlement
Overview of the Global Talent Visa

The Global Talent Visa route replaced the Tier 1 (Exceptional Talent) visa route on 20th February 2020. Those holding Tier 1 (Exceptional Talent) visas issued before 20th 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 an equivalent 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 Designated Competent 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
- Arts Council England
- UK Research and Innovation (UKRI)
- Tech City UK

In all cases, the endorsement costs £456 and 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.

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

1. **Has the applicant been appointed to a Professional or Reader position at the University?**
   - Yes: Individual can obtain a Global Talent Visa via ‘fast track endorsement’. Requires a letter from the HR Compliance Team confirming appointment.
   - No: Further guidance on this can be found in the ‘Applying for the visa’ section of this guidance.

2. **Has the applicant been awarded an Individual Fellowship from the list:**
   - Individual can obtain a Global Talent Visa via ‘fast track endorsement’. They must submit a copy of their award letter as part of the endorsement application.

3. **Has the individual’s name or job title been listed as ‘directly incurred cost’ on an eligible grant or award at the University?**
   - Yes: Individual can obtain a Global Talent Visa via ‘fast track endorsement’. Requires a letter from the HR Compliance Team confirming appointment, and must submit a copy of the grant award letter(s) that support their work.
   - No: Further guidance on this can be found in the ‘Applying for the visa’ section of this guidance.

4. **The Individual may be able to secure an endorsement via a peer review of their career via the Royal Society, British Academy or Royal Academy of Engineering. Further information on this route can be found here:**
   - [https://royalsociety.org/grants-schemes-awards/global-talent-visa/route-4-peer-review/](https://royalsociety.org/grants-schemes-awards/global-talent-visa/route-4-peer-review/)

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 as ‘directly incurred cost’ on eligible grant application**
4. **‘Standard’ peer review path**
Path 1 – Appointed to a Senior Academic or Research position

Any individual appointed to a Professorial, Associate Professorial, Reader or Principal Research role position at the University is automatically eligible to obtain a Global Talent visa.

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 Immigration Compliance Team in the first instance.

2. The Immigration Team will raise a letter 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](https://visas-immigration.service.gov.uk/product/global-talent-endorsement)

   - On the application form, you will first be asked to enter all your personal details. Once you complete those sections, you will see the question below:

   ![Entry clearance or leave to remain](image)

   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**, and is only really beneficial to you if you are currently in the UK and your current visa is about to expire. Please contact the Compliance Team if you need further advice on this issue.
For the following question, select ‘Exceptional talent’:

Application criteria

Are you applying under exceptional promise or exceptional talent criteria?
See Appendix W of the Immigration Rules for further details.

- Exceptional talent
- Exceptional promise
- Neither – I am applying under the UK Research and Innovation endorsed funder route

Once you reach the page which states ‘Fast Track endorsement’, provide the following answers entering the appropriate job title (the one which you have been offered) in the required box:

Fast Track Consideration

Are you applying for fast track consideration?
Read the guidance for the full list of fellowships that come under fast track consideration.

- I hold a fellowship named in the Global Talent policy guidance
- I have been appointed to a senior 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?
University of Cambridge
Tick the following box, and continue:

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

Save and continue

- After you submit the application, you can submit the HR letter (no other documents required) to the Home Office using the address on the checklist you are provided.

- The Home Office will forward the application to the Royal Society/British Academy/Royal Academy of Engineering (as applicable). Within fourteen days of this referral or sooner, you will receive your Global Talent endorsement confirmation via email.

- 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.
Path 2 – Awarded an eligible Individual Fellowship

Any individual awarded a specific Individual Fellowship from the list below is automatically eligible to obtain a Global Talent visa.

<table>
<thead>
<tr>
<th>Fellowships eligible under the ‘Exceptional Talent’ category for established research leaders</th>
<th>Fellowships eligible under the ‘Exceptional Promise’ category for future research leaders</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Academy of Medical Sciences Professorship</td>
<td>• Academy of Medical Sciences Clinician Scientist Fellowship</td>
</tr>
<tr>
<td>• Arts and Humanities Research Council (AHRC) Leadership Fellow</td>
<td>• Alzheimer’s Research UK Clinical Research Fellowship</td>
</tr>
<tr>
<td>• British Academy Global Professorship</td>
<td>• Alzheimer’s Research UK Clinical Research Training Fellowship</td>
</tr>
<tr>
<td>• British Academy Leverhulme Senior Research Fellowship</td>
<td>• Alzheimer’s Research UK Research Fellowship</td>
</tr>
<tr>
<td>• British Academy Mid-Career Fellowship</td>
<td>• Alzheimer’s Research UK Senior Research Fellowship</td>
</tr>
<tr>
<td>• British Academy Wolfson Research Professorship</td>
<td>• Alzheimer’s Society Clinician and Healthcare Professional Training Fellowship</td>
</tr>
<tr>
<td>• British Heart Foundation Personal Chair</td>
<td>• Alzheimer’s Society Research Fellowship (previously Junior Fellowship)</td>
</tr>
<tr>
<td>• Cancer Research UK Programme Foundation Award</td>
<td>• Alzheimer’s Society Senior Fellowship</td>
</tr>
<tr>
<td>• Cancer Research UK Senior Cancer Research Fellowship</td>
<td>• Arts and Humanities Research Council (AHRC) Leadership Fellow – Early Career route</td>
</tr>
<tr>
<td>• Economic and Social Research Council (ESRC) Professorial Fellow</td>
<td>• Arts and Humanities Research Council (AHRC) Innovation Fellowship – Leadership Fellow Scheme Early Career Researcher</td>
</tr>
<tr>
<td>• Engineering and Physical Sciences Research Council (EPSRC) Established Fellow</td>
<td>• Biotechnology and Biological Sciences Research Council (BBSRC) David Phillips Fellowship</td>
</tr>
<tr>
<td>• ERC Advanced Grant (PI only; if host organisation is located in the UK)</td>
<td>• Biotechnology and Biological Sciences Research Council (BBSRC) Discovery Fellowship</td>
</tr>
<tr>
<td>• ERC Synergy Grant (PIs only; if host organisation is located in the UK)</td>
<td>• Biotechnology and Biological Sciences Research Council (BBSRC) Future Leader Fellowship</td>
</tr>
<tr>
<td>• Humboldt Foundation Feodor Lynen Research Fellowship - for experienced researchers (if host organisation is located in the UK and 12+ months only)</td>
<td>• Breast Cancer Now Career Development Fellowship</td>
</tr>
<tr>
<td>• Leverhulme Trust International Professorship</td>
<td>• Breast Cancer Now Clinician Scientist Fellowship</td>
</tr>
<tr>
<td>• Leverhulme Trust Major Research Fellowship</td>
<td>• British Academy Postdoctoral Fellowship</td>
</tr>
<tr>
<td>• Leverhulme Trust Research Fellowship (12+ months only)</td>
<td>• British Heart Foundation Advanced Training</td>
</tr>
<tr>
<td>• NIHR Research Professorship</td>
<td></td>
</tr>
</tbody>
</table>
• Royal Academy of Engineering Research Chair
• Royal Academy of Engineering Research Chair in Emerging Technologies
• Royal Academy of Engineering Senior Research Fellowship
• Royal Society Industry Fellowship
• Royal Society Research Professorship
• Royal Society Wolfson Research Merit Award
• Royal Society Wolfson Fellowship
• Versus Arthritis Senior Research Fellowship
• Wellcome Trust Investigator Award in Humanities and Social Science
• Wellcome Trust Investigator Award in Science
• Wellcome Trust Principal Research Fellowship
• Wellcome Trust Research Fellowship in Humanities and Social Science
• Wellcome Trust Senior Research Fellowship in Basic Biomedical Science
• Wellcome Trust Senior Research Fellowship in Clinical Science
• Wellcome Trust Senior Research Fellowship (if host organisation is located in the UK)

Award
• British Heart Foundation Career Re-entry Research Fellowship
• British Heart Foundation Clinical Research Training Fellowship
• British Heart Foundation Immediate Postdoctoral Basic Science Research Fellowship
• British Heart Foundation Intermediate Clinical or Intermediate Basic Science Research Fellowship
• British Heart Foundation Senior Clinical or Senior Basic Science Research Fellowship
• Cancer Research UK-AACR Transatlantic Fellowship
• Cancer Research UK Advanced Clinician Scientist Fellowship
• Cancer Research UK Career Development Fellowship
• Cancer Research UK Career Establishment Award
• Cancer Research UK Clinician Scientist Fellowship
• Cancer Research UK Clinical Trial Fellowship Award
• Cancer Research UK Population Research Postdoctoral Fellowship
• Cancer Research UK Postdoctoral Research Bursary for Clinical Trainees
• Diabetes UK Harry Keen Intermediate Clinical Fellowship
• Diabetes UK RD Lawrence Fellowship
• Diabetes UK Sir George Alberti Fellowship
• Economic and Social Research Council (ESRC) Future Research Leader
• Economic and Social Research Council (ESRC) New Investigator Grant
• EMBO Advanced Fellowship (if host organisation is located in the UK)
• EMBO Postdoctoral Fellowship (if host organisation is located in the UK)
• EMBO Young Investigator Programme Award (if host organisation is located in the UK)
• Engineering and Physical Sciences Research Council (EPSRC) Early Career Fellowship
• Engineering and Physical Sciences Research Council (EPSRC) - Science and Technology
<table>
<thead>
<tr>
<th>Fellowship Type</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Facilities Council (STFC) Stephen Hawking Fellowship</td>
<td></td>
</tr>
<tr>
<td>• Engineering and Physical Sciences Research Council (EPSRC) UKRI Innovation</td>
<td>Fellowship</td>
</tr>
<tr>
<td>• EPSRC Postdoctoral Fellowships</td>
<td></td>
</tr>
<tr>
<td>• EPSRC Manufacturing Fellowships</td>
<td></td>
</tr>
<tr>
<td>• ERC Consolidator Grant (PI only; if host organisation is located in the UK)</td>
<td></td>
</tr>
<tr>
<td>• ERC Starting Grant (PI only; if host organisation is located in the UK)</td>
<td></td>
</tr>
<tr>
<td>• ERC Synergy Grant (PIs only; if host organisation is located in the UK)</td>
<td></td>
</tr>
<tr>
<td>• HEE/NIHR Clinical Lecturer</td>
<td></td>
</tr>
<tr>
<td>• HEE/NIHR Senior Clinical Lecturer</td>
<td></td>
</tr>
<tr>
<td>• Human Frontier Science Program Cross-Disciplinary Fellowship (if host</td>
<td>organisation is located in the UK)</td>
</tr>
<tr>
<td>• Human Frontier Science Program Long-Term Fellowship (if host organisation is</td>
<td>located in the UK)</td>
</tr>
<tr>
<td>• Humboldt Foundation Feodor Lynen Research Fellowship - for postdoctoral</td>
<td>researchers (if host organisation is located in the UK and 12+ months</td>
</tr>
<tr>
<td>• IIASA - Natural Environment Research Council (NERC) Collaborative Fellowship</td>
<td>only)</td>
</tr>
<tr>
<td>• Leverhulme Trust Early Career Fellowship</td>
<td></td>
</tr>
<tr>
<td>• Leverhulme Trust Research Leadership Award</td>
<td></td>
</tr>
<tr>
<td>• Medical Research Council (MRC) Career Development Award</td>
<td></td>
</tr>
<tr>
<td>• Medical Research Council (MRC) Clinical Research Training Fellowship</td>
<td></td>
</tr>
<tr>
<td>• Medical Research Council (MRC) Clinical Scientist Fellowship</td>
<td></td>
</tr>
<tr>
<td>• Medical Research Council (MRC) New Investigator Research Grant</td>
<td></td>
</tr>
<tr>
<td>• Medical Research Council (MRC) Senior Clinical Fellowship</td>
<td></td>
</tr>
<tr>
<td>• Medical Research Council (MRC) Senior Non-Clinical Fellowship</td>
<td></td>
</tr>
<tr>
<td>• MSCA Individual Fellowship (if host organisation is located in the UK)</td>
<td></td>
</tr>
<tr>
<td>• Natural Environment Research Council (NERC) Independent Research Fellowship</td>
<td></td>
</tr>
<tr>
<td>• Natural Environment Research Council (NERC) UKRI Industrial Innovation</td>
<td>Fellowship</td>
</tr>
<tr>
<td>• NERC Independen Independent Research Fellowship</td>
<td></td>
</tr>
<tr>
<td>• NERC UKRI Industrial Innovation Fellowship</td>
<td></td>
</tr>
</tbody>
</table>
• Natural Environment Research Council (NERC) UKRI Landscape Decisions Fellowship
• NIHR Advanced Fellowship
• Parkinson’s UK Clinical Research Training Fellowship
• Parkinson’s UK Senior Research Fellowship
• Parkinson’s UK and The Scottish Government Health and Social Care Directorate Joint Career Development Fellowship
• Royal Academy of Engineering Enterprise Fellowship
• Royal Academy of Engineering IC Postdoctoral Research Fellowship
• Royal Academy of Engineering Research Fellowship
• Royal Commission for the Exhibition 1851 Research Fellowship in Science or Engineering (if host organisation is located in the UK)
• Royal Society/British Academy/Academy of Medical Sciences Newton International Fellowship
• Royal Society-CNR/-K.C. Wong/-Kohn/-Sino British Fellowship Trust/-Shooter International Fellowship
• Royal Society Dorothy Hodgkin Fellowship
• Royal Society Industry Fellowship
• Royal Society University Research Fellowship
• Royal Society/Wellcome Trust Sir Henry Dale Fellowship
• Royal Society of Edinburgh Enterprise Fellowship (post-PhD only)
• Royal Society of Edinburgh Personal Research Fellowship (if host organisation is located in the UK)
• Science and Technology Facilities Council (STFC) Ernest Rutherford Fellowship
• UKRI Future Leaders Fellowship
• Versus Arthritis Career Development Fellowship
• Versus Arthritis Clinical Research Fellowship
• Versus Arthritis Foundation Fellowship
• Wellcome Trust Career Re-entry Fellowship
• Wellcome Trust Clinical Research Development Fellowship (Stage 1)
• Wellcome Trust Clinical Research Career Development Fellowship (Stage 2)
Steps to apply:

1. You are eligible for this path as soon as you are awarded an Individual Fellowship from the above list. You can be a current or prospective employee/visitor at the University.

2. You will require a copy of your Fellowship award letter. 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

   o On the application form, you will first be asked to enter all your personal details. Once you complete those sections, you will see the question below:

   ![Entry clearance or leave to remain](image)

   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, and is only really beneficial to you if you are currently in the UK and your current visa is about to expire. Please contact the Compliance Team if you need further advice on this issue.
For the following question, select either ‘Exceptional talent’ or ‘Exceptional Promise’ depending upon which category your Fellowship falls under (as per the table, above):

**Application criteria**

Are you applying under exceptional promise or exceptional talent criteria?
See Appendix W of the Immigration Rules for further details.

- Exceptional talent
- Exceptional promise
- Neither – I am applying under the UK Research and Innovation endorsed funder route

Once you reach the page which states ‘Fast Track endorsement’, provide the following answer entering the name of your Fellowship:

**Fast Track Consideration**

Are you applying for fast track consideration?
Read the guidance for the full list of fellowships that come under fast track consideration.

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

What is the name of your fellowship?

Tick the following box, and continue:

I confirm I will provide:

- Evidence from the relevant body confirming the fellowship you have been awarded
o After you submit the application, you can submit the Fellowship award letter (no other documents required) to the Home Office using the address on the checklist you are provided.

o The Home Office will forward the application to the Royal Society/British Academy/Royal Academy of Engineering (as applicable). Within fourteen days of this referral or sooner, you will receive your Global Talent endorsement confirmation via email.

o 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.
Path 3 – Job title 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:

- Hold, or have been offered, a contract of employment/hosting agreement of at least two years in length; and

- Where the individual will be hosted or employed at University of Cambridge and will provide critical contributions to work supported by a substantial research grant or award from an endorsed funder from the list; and

- Their name or job title (as above) is listed on an eligible grant/award; and

- They are working at least 50% of time on the eligible grant/award (not 50% FTE – part time working is allowed and there are no minimum salary requirements).

List of eligible grant/awards:

- Alexander von Humboldt Foundation (Germany)
- All UK ministerial departments
- Alzheimer’s Research UK
- Alzheimer’s Society
- Arts Council England
- Arts Council Northern Ireland
- Arts Council of Wales
- Austrian Science Fund (FWF)
- Breast Cancer Now (UK)
- British Council
- British Heart Foundation (UK)
- Canadian Institute for Advanced Research
- Canadian Institutes of Health Research (CIHR)
- Cancer Research UK
- Chief Scientist Office - Scotland
- Council of Scientific & Industrial Research (India)
- Creative Scotland
- Department of Atomic Energy (DAE) (India)
- Department of Biotechnology (DBT) (India)
- Department of Science and Technology (DST) (India)
- Diabetes UK
- European Molecular Biology Laboratory
- European Molecular Biology Organisation
- European Space Agency
- Fonds National de la Recherche (FNR) (Luxembourg)
- German Research Foundation (DFG)
- Health and Care Research Wales
- Health and Social Care Research and Development Division, Northern Ireland
- Health Data Research UK
- Higher Education Funding Council for Wales
- Horizon Europe programmes
- Human Frontier Science Programme (France)
- Independent Research Fund Denmark (DFF)
- Indian Council of Historical Research
- Indian Council of Social Science Research (ICSSR)
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; and
   
   b. Written confirmation of the award from the grant/award funder that confirms eligibility
3. Once you have the required letters, you can apply for endorsement online: [https://visas-immigration.service.gov.uk/product/global-talent-endorsement](https://visas-immigration.service.gov.uk/product/global-talent-endorsement)
   
   - On the application form, you will first be asked to enter all your personal details. Once you complete those sections, you will see the question below:

```
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,** and is only really beneficial to you if you are currently in the UK and your current visa is about to expire. Please contact the [Compliance Team](#) if you need further advice on this issue.

- For the question below, select the following option:

```
Application criteria

Are you applying under exceptional promise or exceptional talent criteria? See Appendix W of the Immigration Rules for further details.

☐ Exceptional talent

☐ Exceptional promise

☐ Neither – I am applying under the UK Research and Innovation endorsed funder route
```

- For the following question, enter your ‘field of talent’ (which is simply your research field) and select ‘UK Research and Innovation’:
For the following question, select the options below:

**Field of talent**

Please state your field of talent

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

- [ ] The British Academy
- [ ] The Royal Academy of Engineering
- [ ] The Royal Society
- [ ] Arts Council England
- [ ] Tech Nation
- [x] UK Research and Innovation

[Save and continue] [Cancel]

**Fast track consideration**

Are you applying to be considered under the UK Research and Innovation fast track option for applicants who have funding from an endorsed funder? See Appendix W of the Immigration Rules for the requirements you need to meet as a researcher who will be hosted or employed in an approved UK research organisation and who will provide critical contributions to work supported by a substantial research grant or award from an endorsed funder.

- [x] Yes - I have received a research grant or award from an endorsed funder
- [ ] No

I confirm I will provide:

- [x] Written confirmation of the award from the endorsed funder
- [x] 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

[Save and continue]
After you submit the application, you can submit the HR Director letter and the grant award letter (no other documents required) to the Home Office using the address on the checklist you are provided.

The Home Office will forward the application to UK Research and Innovation (UKRI). fourteen days of this referral or sooner, you will receive your Global Talent endorsement confirmation via email.

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.
Path 4 – ‘Standard’ Peer Review path

If you are ineligible for endorsement via the first three paths, you can still seek endorsement via the Royal Society/British Academy/Royal Academy of Engineering (as applicable), and they will undertake a peer-review assessment 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. You must meet the requirements within one of the following categories:

<table>
<thead>
<tr>
<th>EXCEPTIONAL PROMISE CATEGORY</th>
<th>EXCEPTIONAL TALENT CATEGORY</th>
</tr>
</thead>
<tbody>
<tr>
<td>For those at an early stage in their career: Mandatory Requirements:</td>
<td>For those at a more advanced stage in their career: Mandatory Requirements:</td>
</tr>
<tr>
<td>• Is an active researcher in a relevant field, typically within a university, research institute or within industry; and</td>
<td>• Same criteria as Exceptional Promise (on the left) and, at least one of the following criteria:</td>
</tr>
<tr>
<td>• Holds a PhD or equivalent research experience (including industrial research); and</td>
<td>• Is a member of their national academy or a foreign member of academies of other countries (in particular any of the UK national academies); or</td>
</tr>
<tr>
<td>• Provides a dated letter of personal recommendation from an eminent person resident in the UK supporting the Tier 1 visa application, who is familiar with your work and your contribution to your field, and is qualified to assess your claim to be a leader in your field; and</td>
<td>• Has been awarded a prestigious internationally recognised prize; or</td>
</tr>
<tr>
<td>• Has been awarded, holds, or has held in the past five years, a prestigious UK-based Research Fellowship, or an international Fellowship or advanced research post judged by the competent bodies to be of equivalent standing (Note: a job offer at the University in a post-doc role meets this criteria)</td>
<td>• Can provide a written recommendation from a reputable UK organisation concerned with research in their field. The dated letter must be written by an authorised senior member of the organisation, such as a Chief Executive, Vice Chancellor or similar, on official paper.</td>
</tr>
</tbody>
</table>

(Note: some endorsing bodies will not accept a ‘promise’ application where it has been 8 years or more since you were awarded your PhD)
3. To evidence this, you will require the following documentation:

a. Your most recent CV; and

b. A letter of personal recommendation from an eminent person resident in the UK supporting 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 Talent;
   - How you would benefit from living in the UK; and
   - The contribution you would make to UK research excellence 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 at least one of the following:

   - Evidence of membership of a National Academy;
   - Evidence of a prestigious prize being awarded to you;
   - A written recommendation from the Vice-Chancellor (Please contact the Compliance Team directly to arrange this).

d. Finally, within the application you will be required to write a personal statement “outlining your case for qualifying for Tier (Exceptional Talent).” It should be of about two pages and no more than 7,000 characters. There are no ‘rules’ concerning the content of the personal statement. A good structure to use is:

   - Your achievements to date
   - Your current research interests
   - Your future aspirations

4. Apply for endorsement online: https://visas-immigration.service.gov.uk/product/global-talent-endorsement

   - On the application form, you will first be asked to enter all your personal details.
Once you complete those sections, you will see the question below:

**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**, and is only really beneficial to you if you are currently in the UK and your current visa is about to expire. Please contact the Compliance Team if you need further advice on this issue.

On the following question, select either ‘Exceptional talent’ or ‘Exceptional promise’ depending upon which category you fall under (as above):

**Application criteria**

Are you applying under exceptional promise or exceptional talent criteria?

See Appendix W of the Immigration Rules for further details.

- Exceptional talent
- Exceptional promise
- Neither – I am applying under the UK Research and Innovation endorsed funder route

After you submit the application, you can submit the relevant documentation (as above in step 3) to the Home Office using the address on the checklist you are provided.

The Home Office will forward the application to the Royal Society/British Academy/Royal Academy of Engineering (as applicable). Within **4-8 weeks** of this referral, you will receive your Global Talent endorsement confirmation via email.
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 e-mail address you provided in your application form.

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

How to apply depends on where you are applying from:

<table>
<thead>
<tr>
<th>I am applying from outside the UK</th>
<th>I am applying from inside the UK</th>
</tr>
</thead>
<tbody>
<tr>
<td>You must apply online:</td>
<td>You must apply online:</td>
</tr>
<tr>
<td>You can apply from any country in the world, (except Republic of Ireland) even if you are only temporarily resident there i.e. as a visitor</td>
<td>You can switch into Global Talent from any visa whilst inside the UK except if you hold:</td>
</tr>
<tr>
<td></td>
<td>• A visitor visa/visitor status granted at the border;</td>
</tr>
<tr>
<td></td>
<td>• A short term study visa;</td>
</tr>
<tr>
<td></td>
<td>• A visa issued outside of the Immigration Rules i.e. ‘exempt status’</td>
</tr>
</tbody>
</table>

- For further information on how to apply, please see the published Home Office guidance: [https://www.gov.uk/government/publications/guidance-on-applications-under-global-talent](https://www.gov.uk/government/publications/guidance-on-applications-under-global-talent)
How much does the application cost? (all paths)

<table>
<thead>
<tr>
<th>National of one of the following countries:</th>
<th>Stage 1 (Endorsement)</th>
<th>Stage 2 (Visa)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Austria, Belgium, Croatia, Republic of Cyprus, Czech Republic, Denmark, Finland, France, Germany, Greece, Hungary, Iceland, Ireland, Italy, Latvia, Luxembourg, Malta, Netherlands, North Macedonia, Norway, Poland, Portugal, Slovakia, Spain, Sweden or Turkey</td>
<td>£456</td>
<td>£97</td>
</tr>
<tr>
<td>National from any other country</td>
<td>£456</td>
<td>£152</td>
</tr>
<tr>
<td>Dependants (per individual)</td>
<td>N/A</td>
<td>£608</td>
</tr>
</tbody>
</table>

Immigration Health Surcharge

The payment of the Immigration Health Surcharge (IHS) is mandatory for all non-UK nationals who are issued a visa of more than 6 months in length. It is an additional charge, over and above the visa fee and must be made up-front at the time of the visa application. Payment of the surcharge will ensure that you have full access to the NHS on the same terms as a permanent UK resident.

The surcharge will cost an additional £624 per person per year that your visa is valid (children under 18 will be liable for a £470 per year charge). For example, if you apply for a three-year visa, you will be charged an additional £1872. The full cost must be paid at the point of application.

If a visa application is refused or rejected the NHS Surcharge will be automatically refunded, however, there is no refund if the applicant obtains a visa and then decides not to come to the UK, if they leave the UK earlier than the end of their visa, or if their visa is curtailed by the Home Office; nor is there any refund if they do not use the National Health Service.

➢ For further guidance, please see the UKVI webpages:  

Tuberculosis Testing

Individuals applying to enter the UK from one of the below countries are required to 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 and that such tuberculosis is not present in the individual.
<table>
<thead>
<tr>
<th>Afghanistan</th>
<th>Algeria</th>
<th>Angola</th>
<th>Armenia</th>
</tr>
</thead>
<tbody>
<tr>
<td>Azerbaijan</td>
<td>Bangladesh</td>
<td>Belarus</td>
<td>Benin</td>
</tr>
<tr>
<td>Bhutan</td>
<td>Bolivia</td>
<td>Botswana</td>
<td>Brunei Darussalam</td>
</tr>
<tr>
<td>Burkina Faso</td>
<td>Burma</td>
<td>Burundi</td>
<td>Cambodia</td>
</tr>
<tr>
<td>Cape Verde</td>
<td>Central African Republic</td>
<td>Chad</td>
<td>Cameroon</td>
</tr>
<tr>
<td>China</td>
<td>Congo</td>
<td>Congo Democratic Republic</td>
<td>Cote d’Ivoire</td>
</tr>
<tr>
<td>Democratic People’s Republic of Korea</td>
<td>Djibouti</td>
<td>Dominican Republic</td>
<td>Ecuador</td>
</tr>
<tr>
<td>Equatorial Guinea</td>
<td>Eritrea</td>
<td>Ethiopia</td>
<td>Gabon</td>
</tr>
<tr>
<td>Gambia</td>
<td>Georgia</td>
<td>Ghana</td>
<td>Guatemala</td>
</tr>
<tr>
<td>Guinea</td>
<td>Guinea Bissau</td>
<td>Guyana</td>
<td>Haiti</td>
</tr>
<tr>
<td>Hong Kong or Macau</td>
<td>India</td>
<td>Indonesia</td>
<td>Iraq</td>
</tr>
<tr>
<td>Kazakhstan</td>
<td>Kenya</td>
<td>Kiribati</td>
<td>Korea</td>
</tr>
<tr>
<td>Kyrgyzstan</td>
<td>Laos</td>
<td>Lesotho</td>
<td>Liberia</td>
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<tr>
<td>Madagascar</td>
<td>Malawi</td>
<td>Malaysia</td>
<td>Mali</td>
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<tr>
<td>Marshall Islands</td>
<td>Mauritania</td>
<td>Micronesia</td>
<td>Moldova</td>
</tr>
<tr>
<td>Mongolia</td>
<td>Morocco</td>
<td>Mozambique</td>
<td>Namibia</td>
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<tr>
<td>Nepal</td>
<td>Niger</td>
<td>Nigeria</td>
<td>Pakistan</td>
</tr>
<tr>
<td>Palau</td>
<td>Papua New Guinea</td>
<td>Panama</td>
<td>Paraguay</td>
</tr>
<tr>
<td>Peru</td>
<td>Philippines</td>
<td>Russian Federation</td>
<td>Rwanda</td>
</tr>
<tr>
<td>Sao Tome and Principe</td>
<td>Senegal</td>
<td>Sierra Leone</td>
<td>Soloman Islands</td>
</tr>
<tr>
<td>Somalia</td>
<td>South Africa</td>
<td>South Sudan</td>
<td>Sri Lanka</td>
</tr>
<tr>
<td>Sudan</td>
<td>Suriname</td>
<td>Swaziland</td>
<td>Tajikistan</td>
</tr>
<tr>
<td>Tanzania</td>
<td>Thailand</td>
<td>Timor Leste</td>
<td>Togo</td>
</tr>
<tr>
<td>Turkmenistan</td>
<td>Tuvalu</td>
<td>Uganda</td>
<td>Ukraine</td>
</tr>
<tr>
<td>Uzbekistan</td>
<td>Vanuatu</td>
<td>Vietnam</td>
<td>Zambia</td>
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<tr>
<td>Zimbabwe</td>
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<td></td>
<td></td>
</tr>
</tbody>
</table>

More information on Tuberculosis screening can be found:

**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 – the endorsement application.

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.

We have comprehensive guidance concerning dependants available here:
[http://www.hr.admin.cam.ac.uk/hr-services/immigration/visas-and-right-work-uk/time-limited-right-work/dependant-visas](http://www.hr.admin.cam.ac.uk/hr-services/immigration/visas-and-right-work-uk/time-limited-right-work/dependant-visas)
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. Depending on your nationality, the documentation required will be as follows:

**EU/EEA/Swiss nationals**

Your visa status will be granted as a ‘digital status’, linked to your passport, which will facilitate your entry into the UK.

You can view your status, and share it with the department, via the link here: [https://www.gov.uk/view-prove-immigration-status](https://www.gov.uk/view-prove-immigration-status)

**Non-EEA nationals**

If your application is granted, the visa you initially receive inside your passport will be valid for 90 days (which is a concession due to COVID; normally they are issued for only 30 days). This is known as an entry vignette and will facilitate your entry into the UK. **You must enter the UK before the vignette expires or you will have to re-apply for your visa.**

Within ten days of your arrival in the UK, you are required to collect your Biometric Residence Permit (BRP) from a UK Post Office. The BRP will state the full length of leave you have been granted and will supersede the entry vignette.

Full details of how you arrange collection of your BRP will be provided to you by UKVI at the point your application is approved. For further guidance, please see the UKVI webpages: [https://www.gov.uk/biometric-residence-permits](https://www.gov.uk/biometric-residence-permits)

You can then provide either the Entry vignette (if valid) or the BRP as evidence of right to work in the UK.

**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 Tier 1 (Exceptional Talent) fee in a single payment.

To be approved you must meet the following criteria:

- The Designated Competent 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 Designated Competent Body endorsed
For practical purposes, a copy of your employment contract with University of Cambridge and your last three payslips will meet this criteria.


**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.

The University has comprehensive guidance on making an ILR application on its webpages here: https://www.hr.admin.cam.ac.uk/hr-services/immigration/working-uk/unlimited-right-work/indefinite-leave-remainsettlement