Is the individual already in the UK?

Do they already have a Tier 2, Skilled Worker or Graduate visa?

Will this Skilled Worker visa take their total combined time on Tier 2, Skilled Worker and/or Graduate over 4 years?*

Are they aged 25 or under?

Can be defined as a 'new entrant'

Did this visa expire within the last 2 years?

Was their most recent permission as a Tier 4, Student or Graduate visa holder?

Is the role defined by SOC Codes 2111 - 2119 or 2311?

Can be defined as a 'new entrant'

* If the employment contract is for more than 4 years, the University could still sponsor the individual up to the maximum length of time (ie for up to 4 years from the date their Tier 2, Skilled Worker or Graduate visa was first granted). However, thereafter they would not be eligible for the 'new entrant' rate and their salary would need to meet the minimum in place at the time.