

CHECKLIST

FOR HIRING SOUTH AFRICAN FINANCE PROFESSIONALS

As it is becoming increasingly difficult for organisations to find skilled accountants, controllers and financial analysts, many employers turn to foreign talent. Finance professionals from South Africa are particularly in demand because of their strong educational background and cultural fit. This checklist provides an overview of what you need to know when hiring a finance professional from South Africa.

Registering as a recognised referee

In order to be recognised as a sponsor for a visa applicant, the organisation has to register itself through the Immigration Naturalisation Service (IND) as a 'recognised referee'. This is a one time registration to be listed in the recognised referees public register. Read more: bit.ly/sponsors

The visa application

Now you can apply as the sponsor of a 'Highly Skilled Migrant Visa'. You will receive an invoice within two weeks of applying for this visa. As soon as the invoice is paid, the IND will review the application. This generally takes about two weeks. All together, the visa process will take a maximum of three months.

Cost of application

The one-time fee for registering as a recognised referee is €3.300,- for organisations of more than 50 employees. Smaller organisations pay €1.963,-. The Highly Skilled Migrant visa costs €285,- for each applicant.

Wage requirements

Candidates under the age of 30 require a wage of €3.299,- per month to qualify for a Highly Skilled Migrant visa. For candidates over 30 the minimum wage is €4.500,- per month.



More information:

Nienke Sterk
Finance Recruitment Consultant
E nienke.sterk@robertwalters.com
T +31 020 644 4655