

# Global Talent Visa

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## Overview

The Global Talent visa is **not sponsored** by the University and allows the most highly skilled to come to the UK without a job offer. This visa caters for recognised leaders (talented) and the leaders of tomorrow (promising) individuals in science, humanities, engineering, the arts (including film, fashion design and architecture) and digital technology, with individual's unique skill enriching the UK's knowledge, economy and society.

There are normally two stages to be considered under the Global Talent visa.

Firstly, the applicant must gain endorsement from a Home Office approved endorsement body.

Secondly, following a successful endorsement application, the applicant can apply for the visa.

An application for endorsement and the visa can also be made at the same time, please see [Applying for Stage 1 and Stage 2 at the same time](#) for further details.

An applicant who has been awarded a prestigious prize (as listed in [Appendix Global Talent: Prestigious Prizes of the Immigration rules](#)) will already be considered as showing exceptional talent and therefore can go straight to the visa application stage without requiring endorsement.

This guidance focuses on the [Academia or Research](#) field. [Arts and Culture](#) and [Digital Technology](#) fields can also be explored separately.

### Student visa holders switching to Global Talent

In July 2023, the immigration rules changed for student visa holders switching into certain visa categories. As a result, Student visa holders can now only switch into the Global Talent if they either:

- Have completed the course of study for which their Confirmation of Acceptance of Studies (CAS) was assigned.
- Are studying a full-time course of study for a PhD and have completed at least 24 months of study on that course.

This is subject to all other eligibility being met.

## Benefits

Once endorsed, or if a prestigious prize held, the applicant must apply for a visa and, subject to criminality and immigration checks, be given a highly flexible permission enabling them to:

- Work for employers or be self-employed
- Change jobs without informing the Home Office
- Bring dependents with the visa holder

Additionally, this visa route benefits from:

- No sponsor requirements
- No English language test
- No minimum salary threshold
- Candidate flexibility:
  - Consultancy
  - Other roles not necessary to be in same area
- Fast track for settlement in 3 years (normally 5 years)
- Research permitted outside UK without time limit
- No monthly cap on numbers awarded GTV

## Timeframes

**Endorsement:** Eight weeks unless fast track route available (when decision takes up to two weeks).

**Visa:** Can be applied for maximum of three months before travel to the UK. Decision on visa should be within three weeks when applying from outside the UK or within eight weeks if applying inside the UK. Priority and Super Priority Services exist to pay for a speedier decision. For further details please see: [Visa processing times - GOV.UK \(www.gov.uk\)](https://www.gov.uk/visa-processing-times)

## Stage one: Endorsement options

Under the Academia and Research field there are four different endorsement paths for eligible applicants. Click on the path options below for further information, eligibility and details on the application for each path:

- [Path 1: Academic or Researcher Appointment](#): For individuals who have been appointed to an eligible academic or research position at an approved UK High Education Institution (HEI) or research institute where a significant function of the role has responsibility for academic, research or innovation leadership and development, **or** for directing or leading an individual or team research project or innovation project or programme of work.
- [Path 2: Individual Fellowships](#): For individuals who have been awarded an individual fellowship on the list approved by the British Academy, Royal Academy of Engineering and the Royal Society. The fellowship must be current or within the last 5 years before the date of application.
- [Path 3: Endorsed Funders](#): For researchers and specialists whose name or job title is specified in a successful grant application from an endorsed funder approved by UKRI. Applicants must be hosted or employed by an eligible institution approved by UKRI.
- [Path 4: Peer Review](#): Standard endorsement for individuals submitting an application for full peer review.

The endorsement bodies are: [The Royal Society](#), [The British Academy](#), [The Royal Academic of Engineering](#) and [UK Research and Innovation](#) (UKRI)

## Cost

The current fees are available via [Apply for the Global Talent visa : Overview - GOV.UK \(www.gov.uk\)](#). **In all cases**, the endorsement costs are non-refundable.

### 1. Academic or Research Appointment

Have you accepted an offer of an academic or research appointment at an institution (in this case the University of Southampton) approved by the British Academy, Royal Academy of Engineering and Royal Society?



If you have been offered a role with responsibility for academic, research or innovation leadership and development OR for directing or leading an individual or team research project or innovation project or programme of work and you meet the necessary recruitment requirements, you need a statement of guarantee from the Executive Director of HR at the employing institution (in this case the University of Southampton) to support your application for a fast-track visa.

NO

### 2. Individual Fellowship

Have you been awarded an individual fellowship on the list approved by the British Academy, Royal Academy of Engineering and Royal Society?



If your fellowship is listed and you currently hold it or have held it within the last 5 years, you must submit a copy of the award letter as part of your application for a fast-track visa.

NO

### 3. Endorsed Funder

Are you working on a research grant issued by an endorsed funder on the list approved by UK Research and Innovation (UKRI)?



If you, as an individual, or your role is named in a successful grant application from an endorsed funder, you need to provide a link to the grant/award from a UKRI-approved database or provide the grant/award letter, along with a statement of guarantee from the employing or hosting institution as part of your application for a fast-track visa. Both the funder and the institution must be on the approved UKRI list.

NO

### 4. Peer Review

Check the eligibility and assessment criteria for standard endorsement and submit an application for peer review by the British Academy, Royal Academy of Engineering and Royal Society.

The British Academy reviews standard 'exceptional talent and promise' applications from the humanities and social sciences, Royal Academy of Engineering covers engineering, and the Royal Society covers natural and medical sciences. If you do not meet the criteria for standard endorsement, you may still be eligible for a Skilled Worker visa. If you are coming to the UK for the purposes of collaboration, training or knowledge exchange, you may apply through the Government Authorised Exchange visa route.

Under the endorsed funder pathway, eligibility extends to the principal investigator (P.I.), co-investigators (Co I.) and team roles stated in the grant application at graduate level and above – for example, postdoctoral researchers, research assistants, technologists and methodologists. Eligible individuals must spend at least 50% of their work time on fulfilling the grant conditions (principal investigators or co-investigators holding multiple grants may demonstrate 50% in aggregate). A minimum award threshold of £30,000 applies and the minimum grant duration is 2 years.

Individuals must have at least 1 year left on their employment contract to be eligible.

Reference The Royal Society (Accessed 16 August 2023): <https://royalsociety.org/grants-schemes-awards/global-talent-visa/which-route-is-right-for-me/>

Path 1: Academic and Researcher Appointments (Fast track route)

Endorsing bodies: The British Academy, The Royal Academy of Engineering, The Royal Society

Further details: [Work in the UK as a researcher or academic leader \(Global Talent visa\): Academic or researcher - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/work-in-the-uk-as-a-researcher-or-academic-leader-global-talent-visa)

Endorsement pre-requisite, key points:	Actions required by Employer/Hiring Manager:	Actions required by applicant:
<p>Appointed as an academic or researcher at an approved HEI, where either of following is a <b>significant function</b> (40% or more within the university job description) of the individual’s role:</p> <p>(a) have responsibility for academic, research or innovation leadership and development*; <b>or</b></p> <p>(b) direct or lead **:                     <ul style="list-style-type: none"> <li>(i) an individual or team in a research project or programme of work; <b>or</b></li> <li>(ii) an individual or team in an innovation project or a programme of work.</li> </ul> </p> <p>*For individuals in leadership roles at department, faculty or institutional level. Typical duties include strategy development and delivery and overseeing management of staff and resources. This could be roles such as Head of School, Associate Dean, Vice-Chancellor/Pro-Vice Chancellor, but this list is not exhaustive.</p> <p>**Requirement to act independently in initiating, planning and managing a research or innovation project or programme of work without supervision. <b>This is likely to mean entry level postdoctoral research positions are ineligible.</b></p> <p>Essential advert and recruitment criteria fulfilled by employer (detailed in column 2).</p>	<p>Essential steps within appointment:</p> <ol style="list-style-type: none"> <li>1. Job advertised and an open competition held. Where not advertised the endorsing body must agree with the explanation given.</li> <li>2. Minimum of <b>three</b> academic, research or innovation representatives from employing HEI present on the interview panel.</li> <li>3. At least <b>one</b> expert* in a relevant field is on the interview panel (this can be one of the ‘three academics’ in point (2) above). OR at least one relevant expert, independent of the employing HEI was consulted before the job offer being made. * ‘expert’ can be a senior academic or professor from the appointing Faculty who has expertise within the same field as the appointment.</li> <li>4. At least <b>two</b> references in respect of appointment required.</li> <li>5. Job offer must be accepted by candidate.</li> </ol> <p>Evidence of the above must be provided to allow:</p> <ol style="list-style-type: none"> <li>6. Statement of guarantee from Director of HR to confirm above points followed.</li> </ol>	<ol style="list-style-type: none"> <li>1. <a href="#">Apply for the Endorsement online</a></li> <li>2. Submit all evidence (including ‘Statement of guarantee from Director of HR’ with job description attached, provided by HR) within Endorsement application</li> <li>3. Await Home Office email detailing outcome of endorsement. If successful proceed to <a href="#">Stage Two</a>.</li> </ol>

Path 2: Individual Fellowship (Fast track route)

Endorsing bodies: The British Academy, The Royal Academy of Engineering, The Royal Society

Further details: [Work in the UK as a researcher or academic leader \(Global Talent visa\): Individual fellowship - GOV.UK \(www.gov.uk\)](#)

<b>Endorsement pre-requisite, key points:</b>	<b>Actions required by Employer/Hiring Manager:</b>	<b>Actions required by applicant:</b>
<p>Fellowship must be current or held within the last 5 years before the date of application. Check awards that are eligible under the individual fellowships route <a href="#">here</a>.</p> <p>Fellowship awarded must be on the list approved by <a href="#">The British Academy</a> (BA), <a href="#">The Royal Academy of Engineering</a> (RAE) and <a href="#">The Royal Society</a> (RS).</p> <p>Copy of Fellowship Award Letter required for application.</p> <p>Suitable for Marie Curie Individual Fellow.</p>	<p>No employer requirements.</p> <p>The applicant can fulfil this application as a visitor, prospective or current employee.</p>	<ol style="list-style-type: none"><li>1. <a href="#">Apply for the Endorsement online</a> (selecting either 'Exceptional talent' or 'Exceptional promise' as determined by the Award eligibility route)</li><li>2. Submit copy of Fellowship Award Letter within Endorsement application</li><li>3. Await Home Office email detailing outcome of endorsement. If successful proceed to <a href="#">Stage Two</a>.</li></ol>

Path 3: Endorsed funder (Fast track route)

Endorsing body: UK Research and Innovation

Further details: [Work in the UK as a researcher or academic leader \(Global Talent visa\): UK Research and Innovation endorsement - GOV.UK \(www.gov.uk\)](https://www.gov.uk/work-in-the-uk-as-a-researcher-or-academic-leader-global-talent-visa)

Key points	Actions required by Employer/Hiring Manager	Actions required by candidate
<p>Individual researchers and specialists named, or job title stated, in a successful grant application from an endorsed funder.</p> <p>Specifics:</p> <ul style="list-style-type: none"> <li>• Anyone named, or where their position is defined, in the grant may be eligible (at graduate level and above). Critical to project and normally detailed under ‘directly incurred’ costs.</li> <li>• Grant must be eligible: <ul style="list-style-type: none"> <li>○ Funded by <a href="#">endorsed funder</a></li> <li>○ Minimum of £30K</li> <li>○ Minimum 2-year duration</li> </ul> </li> <li>• Applicant must be eligible: <ul style="list-style-type: none"> <li>○ Must spend at least 50% of their time on the eligible grant</li> <li>○ Must have at least 1 year remaining on their employment contract at the time of endorsement application (duration of appointment not required to match grant duration, but must overlap)</li> <li>○ Must either: <ul style="list-style-type: none"> <li>(a) direct independently, or under the supervision of a Principle Investigator, a unique research or innovation project (and meet all the additional requirements under <a href="#">GTE 8.4 (a)</a>)</li> <li><b>OR</b></li> <li>(b) make critical contributions to research by providing core technical or domain excellence or in developing new technologies and methodologies (and meet both the additional requirements <a href="#">GTE 8.4 (b)</a>)</li> </ul> </li> </ul> </li> </ul>	<p>Hiring/line manager to provide HR Staff Visa team with Grant Offer letter and confirmation of the following to allow for Declaration from Director of HR to be issued:</p> <ol style="list-style-type: none"> <li>1. Details of the eligible grant/award, including a link to the grant/award if available.</li> <li>2. The applicant has accepted the job offer or hosting agreement.</li> <li>3. The job title and department where the applicant will be based.</li> <li>4. There is at least one year remaining on the applicant’s employment contract or hosting agreement at the time of the endorsement application.</li> <li>5. The applicant will provide critical contributions to work supported by the eligible grant and that they are essential to the execution of the grant/award.</li> <li>6. The applicant will spend at least 50% of their time on the eligible grant/award (Principal Investigator, Co-investigator roles from an aggregation of eligible grants).</li> <li>7. Where the applicant is not specifically named on the grant, details of the recruitment process to evidence robust recruitment ‘at the highest standards for open recruitment’.</li> </ol>	<ol style="list-style-type: none"> <li>1. <a href="#">Apply for the Endorsement online</a> (selecting ‘<i>applying under UKRI endorsed funder route</i>’)</li> <li>2. Applicant must provide the following for their application: <ul style="list-style-type: none"> <li>• A link from a <a href="#">UKRI approved database</a> where the grant or award is published. <b>OR</b></li> <li>• Award Letter or written confirmation of the award from the endorsed funder confirming: <ul style="list-style-type: none"> <li>○ Grant/award worth minimum of £30k</li> <li>○ Grant covers minimum of 2 years</li> <li>○ The award is either: <ul style="list-style-type: none"> <li>(i) funded by a one-off grant or award that has been won in open competition; or</li> <li>(ii) attributed to a large institutional, renewable award that is subject to periodic peer review.</li> </ul> </li> </ul> </li> <li>• Declaration from Director of HR</li> </ul> </li> <li>3. Await Home Office email detailing outcome of endorsement. If successful proceed to <a href="#">Stage Two</a>.</li> </ol>

Path 4: Peer review (Not Fast track route)

Endorsing bodies: The British Academy, The Royal Academy of Engineering, The Royal Society

Further details: [Work in the UK as a researcher or academic leader \(Global Talent visa\): Peer review - GOV.UK \(www.gov.uk\)](https://www.gov.uk/work-in-the-uk-as-a-researcher-or-academic-leader/global-talent-visa/peer-review)

Key points	Actions required by candidate
<p>If ineligible for endorsement via any of the above three paths, peer review endorsement can be sought via the British Academy, Royal Society or Royal Academy of Engineering (as applicable).</p> <p>Applicant can choose to be considered under either:</p> <ul style="list-style-type: none"> <li>• ‘Exceptional Talent’ for being a leader in their field</li> <li>• ‘Exceptional Promise’ for having the potential to be a leader in their field</li> </ul> <p>The applicant should check they meet all criteria for either Exceptional Talent or Exceptional Promise: <a href="https://www.gov.uk/work-in-the-uk-as-a-researcher-or-academic-leader/global-talent-visa/peer-review">Work in the UK as a researcher or academic leader (Global Talent visa): Peer review - GOV.UK (www.gov.uk)</a></p> <p>The application will be assessed by the <a href="#">relevant endorsement body</a>, who will consider the following:</p> <ul style="list-style-type: none"> <li>• Eligibility</li> <li>• The applicant’s career history e.g. international reputation and impact of work</li> <li>• Strength of recommendation letter(s) provided</li> <li>• How the applicant will contribute to UK research excellence and to wider society, including to the economy, by being based in the UK</li> <li>• Additional factors will be considered depending on the whether the applicant applies for Exceptional Talent or Exceptional Promise</li> </ul>	<ol style="list-style-type: none"> <li>1. <a href="#">Apply for the Endorsement online</a>, selecting either ‘Exceptional talent’ or ‘Exceptional promise’</li> <li>2. Applicant must submit: <ul style="list-style-type: none"> <li>• Most recent CV setting out career and publication history</li> <li>• A letter of personal recommendation from an eminent person resident in the UK.</li> <li>• For ‘Exceptional Talent’, a letter from an additional eminent person in the applicant’s field.</li> </ul> <p>Check <a href="https://www.gov.uk/work-in-the-uk-as-a-researcher-or-academic-leader/global-talent-visa/peer-review">Work in the UK as a researcher or academic leader (Global Talent visa): Peer review - GOV.UK (www.gov.uk)</a> for further details on the documents required, including what the letters must include.</p> </li> <li>3. Await Home Office email detailing outcome of endorsement. If successful proceed to <a href="#">Stage Two</a>.</li> </ol> <p>Guidance on steps and details to be included in stage one found via <a href="#">Route 4: Peer review   Royal Society</a></p>

## Stage Two: Visa application

Following a successful endorsement decision or if awarded a prestigious prize, the candidate must apply for their visa (if not already done so) via [Apply for the Global Talent visa : Overview - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/apply-for-the-global-talent-visa)

**The visa application must be submitted within three months of receipt of the endorsement confirmation.**

### Cost

The visa application cost depends upon the applicant's circumstances. The Health surcharge costs also applies. The current fees are available via [Apply for the Global Talent visa : Overview - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/apply-for-the-global-talent-visa).

### Reimbursement of fees

If successful, the University may be able to assist with the Visa application fee and other costs associated with making a visa application. For further details and full eligibility criteria, please see the University's ['Visa and Immigration Costs Assistance' policy](#).

## Applying for Stage 1 and Stage 2 at the same time

If submitting both stage 1 and stage 2 at the same time, the applicant must tick the relevant box on the stage 2 form to confirm this. If the applicant ticks this box, their stage 2 application will be placed on hold until the outcome of their stage 1 application is confirmed by the relevant endorsing body.

## Resources

- [Apply for the Global Talent visa : Overview - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/apply-for-the-global-talent-visa)
- [Immigration Rules - Immigration Rules Appendix Global Talent - Guidance - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/immigration-rules-immigration-rules-appendix-global-talent-guidance)
- [Immigration Rules - Immigration Rules Appendix Global Talent: Prestigious Prizes - Guidance - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/immigration-rules-immigration-rules-appendix-global-talent-prestigious-prizes-guidance)
- [Endorsement review for Global Talent - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/endorsement-review-for-global-talent)
- [Global talent \(publishing.service.gov.uk\)](https://publishing.service.gov.uk/guidance/global-talent)
- [Global Talent Visa \(sharepoint.com\)](#) – University of Southampton internal only

The endorsing bodies offer guidance and information on their individual web pages (they aim to maintain the same information across each of the endorsing body web pages to ensure consistency of guidance):

- [Global Talent Visa \(ukri.org\)](https://www.ukri.org/global-talent-visa)
- [Global Talent Visa \(raeng.org.uk\)](https://www.raeng.org.uk/global-talent-visa)
- [Global Talent Visa | The British Academy](https://www.thebritishacademy.org/global-talent-visa)
- [Global Talent visa | Royal Society](https://www.royalsociety.org/global-talent-visa)
- [Frequently asked questions | Royal Society](https://www.royalsociety.org/global-talent-visa/faq)



## Document version control

<b>Policy/governance</b>	<b>UKVI legislation and Sponsorship of overseas workers</b>		
<b>Reference</b>	<a href="https://sotonac.sharepoint.com/teams/HROperationsProcessandInstructions/Right%20to%20Work%20and%20Visas/Global%20Talent%20Visa%20/GTV%20guidance.docx">https://sotonac.sharepoint.com/teams/HROperationsProcessandInstructions/Right to Work and Visas/Global Talent Visa /GTV guidance.docx</a>		
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<b>1.0</b>	June 2020	First draft
<b>2.0</b>	December 2020	Addition of changes to Snr Leadership selection process
<b>3.0</b>	January 2021	Final draft
<b>3.1</b>	April 2021	Small amendments following changes to the guidance
<b>3.2</b>	May 2021	Updated information for prestigious prize
<b>3.3</b>	October 2021	Amendments to endorsement routes following changes to the immigration rules
<b>3.4</b>	August 2023	Updated to reflect changes to the immigration rules for Student visa holders switching into Global Talent