

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 for entry under the Global Talent visa. Firstly, applicants must gain an endorsement from one of six endorsing bodies, approved by the Home Office. Once verified, this enables progression to stage two, visa application. The endorsement can be applied for first, or both stages completed at the same time. See [below](#) 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 does not need to apply for an endorsement.

The six endorsing bodies are:

- The British Academy, for humanities
- The Royal Academy of Engineering
- The Royal Society, for science and medicine
- UK Research and Innovation (UKRI)
- Arts Council England for art and culture
- Tech Nation for digital technology

There are four routes for eligible academics and researchers to obtain endorsement for a Global Talent visa:

- **Academic and research appointments (Path 1):** Fast-track endorsement for individuals who have accepted a position at an approved UK higher education institution (HEI) or research institute with responsibility for academic, research or innovation leadership and development,

or for directing or leading an individual or team in a research or innovation project or programme of work. Endorsing bodies: The British Academy, The Royal Academy of Engineering, The Royal Society

- **Individual fellowships (Path 2):** Fast-track endorsement 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. Endorsing bodies: The British Academy, The Royal Academy of Engineering, The Royal Society
- **Endorsed funders (Path 3):** Fast-track endorsement for researchers and specialists whose name or job title is specified in a successful grant application from an endorsed funder approved by UKRI. In order to be eligible, researchers must be hosted or employed by an eligible institution approved by UKRI. Endorsing body: UK Research and Innovation
- **Peer review (Path 4):** Standard endorsement for individuals submitting an application for full peer review. Endorsing bodies: The British Academy, The Royal Academy of Engineering, The Royal Society

Benefits

Once endorsed or if a prestigious prize held, the individual 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
- Travel abroad and return to the UK for research purposes
- 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.

Timeframe

Endorsement: Eight weeks unless fast track route available (when decision takes one week).

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. Details: <https://www.gov.uk/guidance/visa-decision-waiting-times-applications-outside-the-uk#faster>

Stage one: Endorsement options

Unless awarded a prestigious prize, the applicant 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 Academic of Engineering](#)

[The Arts Council](#)

[UK Research and Innovation](#) (UKRI)

[Tech Nation](#) (endorsing Digital Technology applications)

Cost

Check current fee and further information <https://www.gov.uk/global-talent>. **In all cases**, the endorsement costs are non-refundable. If successful, please see the [Visa Reimbursement Policy](#).

Path options

Each of the four paths have specific pre-requisites and actions required by prospective employer and/or candidate. Key points are detailed on the following pages.

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 a team in a research 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.



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.



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.



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.), coinvestigators (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 7 October 2021): <https://royalsociety.org/grants-schemes-awards/global-talent-visa/which-route-is-right-for-me/>

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

Endorsement pre-requisite, key points:	Actions required by Employer/Hiring Manager:	Actions required by candidate:
<p>Appointed as an academic or researcher at an approved HEI, where either of following is a significant function of the individual's role:</p> <p>(a) have responsibility for academic, research or innovation leadership and development*; or</p> <p>(b) direct or lead **: <ul style="list-style-type: none"> (i) an individual or team in a research project or programme of work; or (ii) an individual or team in an innovation project or a programme of work. </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. This is likely to mean entry level postdoctoral research positions are ineligible.</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"> 1. Job advertised and an open competition held. Where not advertised the endorsing body must agree with the explanation given. 2. Minimum of three academic, research or innovation representatives from employing HEI present on the interview panel. 3. At least one 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. 4. At least two references in respect of appointment required. 5. Job offer must be accepted by candidate. <p>Evidence of the above must be provided to allow:</p> <ol style="list-style-type: none"> 6. Statement of guarantee from Director of HR of appointing HEI to confirm above points followed. 	<ol style="list-style-type: none"> 1. Apply for the Endorsement online 2. Submit all evidence (including 'Statement of guarantee from Director of HR' with job description attached, provided by employer) within Endorsement application 3. Await Home Office email detailing outcome of endorsement. If successful proceed to Stage Two.

Path 2: Individual Fellowship (Fast track route)

Endorsement pre-requisite, key points:	Actions required by Employer/Hiring Manager:	Actions required by candidate:
<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 here.</p> <p>Fellowship awarded must be on the list approved by The British Academy (BA), The Royal Academy of Engineering (RAE) and The Royal Society (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 candidate can fulfil this application as a visitor, prospective or current employee.</p>	<ol style="list-style-type: none"> 1. Apply for the Endorsement online (selecting either 'Exceptional talent' or 'Exceptional promise' as determined by the Award eligibility route) 2. Submit copy of Fellowship Award Letter within Endorsement application 3. Await Home Office email detailing outcome of endorsement. If successful proceed to Stage Two.

Path 3: Endorsed funder (Fast track route)

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"> • 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. • Funding award accepted by UK Research and Innovation as prestigious. List of acceptable funders available here and other eligibility criteria must be checked in Immigration Rules Appendix here. • Grant must be minimum of £30K • Grant minimum 2-year duration • Duration of appointment not required to match grant duration, but must overlap • More than 50% of applicant's <u>time</u> must be spent on the grant • The applicant must either: <ul style="list-style-type: none"> (a) direct independently, or under the supervision of a Principle Investigator, a unique research or innovation project (and meet all the additional requirements under GTE 8.4) or (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 GTE 8.4) • The applicant must have at least 1 year remaining on their employment contract at the time of endorsement application. • Copy of Grant Award Letter and statement of guarantee from the employer required as part of application. 	<p>Declaration from Director of HR confirming all following:</p> <ol style="list-style-type: none"> 1. The applicant is essential to the execution of the grant or award. 2. The grant and applicant's role meets the eligibility criteria (grant minimum £30k + min 2 year; PhD or equivalent) 3. Applicant's time is at least 50% attributable to the grant or award (individually or for Principle Investigator, Co-investigator roles from an aggregation of eligible grants). 4. Applicant has accepted job offer or hosting agreement. 5. Where individual not specifically named on the grant, details of the recruitment process must be included to evidence robust recruitment 'at the highest standards for open recruitment'. 6. Declaration must state name of position and department/group in which the applicant will be based. 	<ol style="list-style-type: none"> 1. Apply for the Endorsement online (selecting 'applying under UKRI endorsed funder route) 2. Applicant must provide: <ul style="list-style-type: none"> • A link from a UKRI approved database where the grant or award is published. OR • Award Letter or written confirmation of the award from the endorsed funder confirming: <ul style="list-style-type: none"> ○ Grant/award worth minimum of £30k ○ Grant covers minimum of 2 years ○ The award is either: <ul style="list-style-type: none"> (i) funded by a one-off grant or award that has been won in open competition; or (ii) attributed to a large institutional, renewable award that is subject to periodic peer review. • Declaration from Director of HR 3. Await Home Office email detailing outcome of endorsement. If successful proceed to Stage Two.

Path 4: Peer review (Not Fast track route)

Key points	Actions required by Employer/Hiring Manager	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 ‘Exceptional Talent’ or ‘Exceptional Promise’.</p> <p>Exceptional Promise is accessed on academic achievement to date and future potential. The review is based on research background with the applicant having to list publications; funding; scholarships; awards to date as evidence. Application criteria in Immigration Rules Appendix here</p> <p>All criteria for either Exceptional Talent or Exceptional Promise must be met (see individual endorsing body webpages)</p> <p>Assessment is two stages: Initial eligibility check; followed by full assessment to review strength of evidence (if initial check passed).</p> <p>May be preferable to await outcome of Stage One (Endorsement) before submitting the Stage Two (visa application). This avoids the visa application refusal and associated costs. If endorsement is refused, the University may then be able to consider suitability for sponsorship under Skilled Worker route.</p>	<p>The candidate can fulfil this application as a visitor, prospective or current employee. No employer requirements.</p> <p>The personal recommendation should be:</p> <ul style="list-style-type: none"> Validated by an eminent person resident in the UK supporting the visa application, who is familiar with the work and contribution to the field, and is qualified to assess any claim for the individual to be a leader in the field (e.g. Head of School). In addition, for ‘Exceptional Talent’ - Issued 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 (e.g. Chief Executive, Vice Chancellor or similar, on official paper). <p>The application must demonstrate:</p> <ul style="list-style-type: none"> A strong track record and detail contributions to the field to date and achievements to date, assessed against career stage to establish worthiness. Contributions to the UK’s research excellence, and wider society, of sufficient scale to merit endorsement. Academic achievement to date and future potential. 	<ol style="list-style-type: none"> Apply for the Endorsement online (selecting either ‘Exceptional talent’ or ‘Exceptional promise’). Applicant must submit: <ul style="list-style-type: none"> Most recent CV A letter of personal recommendation from an eminent person resident in the UK. Personal statement required within application to support endorsing body’s considerations stated in Immigration Rules Appendix here Additionally, for ‘Exceptional Talent’ a letter of recommendation from the employer may also be supplied (not required for exceptional promise applicants). Await Home Office email detailing outcome of endorsement. If successful proceed to Stage Two.

* Guidance on steps and details to be included in Stage One found here: <https://royalsociety.org/grants-schemes-awards/global-talent-visa/route-4-peer-review/>

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

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

Cost

The visa application cost depends upon your circumstances.

Health surcharge costs apply.

Check costs here for current information <https://www.gov.uk/global-talent>

If successful, please see the [Visa Reimbursement Policy](#).

Applying for Stage 1 and Stage 2 at the same time

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

If endorsement is refused, the visa application will be refused. The visa application will be refunded, minus £25.

Priority applications: See Guidance booklet (linked below) for current guidance. Stage 2 applications cannot be placed on hold if you make a priority application.

Resources

- Home Office Global Talent Visa web page: <https://www.gov.uk/global-talent>
- Immigration Rules Appendix Global Talent: <https://www.gov.uk/guidance/immigration-rules/immigration-rules-appendix-global-talent>
- Appendix Global Talent: Prestigious Prizes: <https://www.gov.uk/guidance/immigration-rules/immigration-rules-appendix-global-talent-prestigious-prizes>
- Request review if Endorsement rejected: <https://www.gov.uk/government/publications/endorsement-review-for-global-talent>
- Caseworker guidance: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/935972/global-talent-v3.0-gov-uk.pdf

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):

- UK Research Institute GTV guidance: <https://www.ukri.org/research/international/global-talent-visa/>
- Royal Society: <https://royalsociety.org/grants-schemes-awards/global-talent-visa/>
- Royal Society Peer Review guidance: <https://royalsociety.org/grants-schemes-awards/global-talent-visa/route-4-peer-review/>
- Royal Society FAQs: <https://royalsociety.org/grants-schemes-awards/global-talent-visa/frequently-asked-questions/>

Document version control

Policy/governance	UKVI legislation and Sponsorship of overseas workers		
Reference	https://sotonac.sharepoint.com/teams/HROperationsProcessandInstructions/Right to Work and Visas/Global Talent Visa /GTV guidance.docx		
Author	Andie Jenkins	Owner	UKVI Adviser

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1.0	June 2020	First draft
2.0	December 2020	Addition of changes to Snr Leadership selection process
3.0	January 2021	Final draft
3.1	April 2021	Small amendments following changes to the guidance
3.2	May 2021	Updated information for prestigious prize
3.3	October 2021	Amendments to endorsement routes following changes to the immigration rules