

IM IMPACT

GUIDE TO GLOBAL TALENT VISAS -
TECH NATION CATEGORY



The **Global Talent Visa** is the UK's flagship route for world-class talent in digital technology — designed to attract exceptional individuals who are shaping the future of the tech industry. Whether you're a **senior software engineer, a tech founder, a product manager, or a digital marketing leader**, this visa offers a flexible, fast-track route to live and work in the UK without the need for sponsorship.



THIS ROUTE RECOGNISES TWO DISTINCT LEVELS OF ACHIEVEMENT

EXCEPTIONAL TALENT

This is for established leaders in tech — professionals with a proven track record of excellence, innovation, or impact at a national or international level. This may include:

- Published work or patented technologies
- Recognised awards or major contributions to scaling a digital business
- Leadership roles in globally significant projects

EXCEPTIONAL PROMISE

This applies to emerging leaders — those who show great potential to become future leaders in tech. Ideal for rising stars, early-career entrepreneurs, or fast-growing professionals who have already made meaningful contributions and demonstrate clear upward trajectory.

The visa offers unparalleled flexibility:

- No job offer or sponsor required
- Freedom to switch employers, start your own business, or work freelance
- Accelerated settlement after 3 years (Exceptional Talent) or 5 years (Exceptional Promise)
- Your partner/spouse and children under 18 can join you, and are free to work or study in the UK.

At Migrate UK, we offer transparent fixed-fee services, helping individuals and businesses navigate the endorsement and visa process with confidence. We ensure you understand exactly what's required and how to strengthen your application — while helping your company plan legal costs in advance.

REQUIREMENTS AND ELIGIBILITY

Unless you have won an ACM Prize in Computing or a Turing Award you must be endorsed by Tech Nation as a leader or potential leader in digital technology (Migrate UK can help you with this).

ENDORSEMENT

EXCEPTIONAL TALENT

Applicants must:

- Show recent recognition as a leading talent in digital tech (within the last 5 years).

Plus, provide evidence for any 2 of the following:

- Innovation in digital tech
- Contributions beyond your main role
- Impact in a leadership, technical, or commercial position
- Outstanding academic or research achievements

EXCEPTIONAL PROMISE

Applicants must:

- Show recognition of high potential as a future leader in digital tech (within the last 5 years)
- Be at an early stage in their career

And provide evidence for any 2 of the following:

- Innovation in a product-led digital tech company
- Recognition for work beyond your main role
- Notable contributions to the sector
- Academic research endorsed by an expert

GOOD CHARACTER

The applicant must meet strict suitability requirements, meaning they must not have:

- Criminal convictions
- Used false documents or deception
- Broken immigration rules
- Posed a threat to public safety
- Breached immigration laws or be on immigration bail

TIPS TO PREPARE FOR YOUR ENDORSEMENT APPLICATION

VALIDITY DOCUMENTS & MANDATORY TEST REQUIREMENTS

1. ID & Immigration Status

- Valid passport or travel document
- Previous eVisa, visa vignette and previous Biometric Residence Permit (BRP) if applicable

Tuberculosis (TB) Testing:

Applicants from countries listed in Appendix T of the Immigration Rules must provide a TB clearance certificate from an approved centre before submitting their visa application to enter the UK.

DOCUMENTS FOR MANDATORY & OPTIONAL CRITERIA

Applicants must either:

- Meet 1 mandatory & 2 optional “Exceptional Talent” criteria or
- Meet 1 mandatory & 2 optional “Exceptional Promise” criteria.

Mandatory Criteria Documents:

- CV/resume
- Recommendation letters (3): from established expert (min. 12 months' knowledge of your work), addressing how you satisfy the mandatory criterion & your contribution/aspiration in UK tech
- Evidence of recognition: proving you are seen as a leader/rising leader

Optional Criteria Documents

- Significant technical contributions: ex. Patented algorithms, pull requests to open-source repos.
- Commercial/entrepreneurial impact: ex. Company financials, growth metrics.
- Recognition for innovation: awards, grants, honours, competition winnings, innovation funding schemes
- Academic/research contributions: peer-reviewed publications, conference papers, research citations, academic collaborations or patents.

FAQ's

Q: What kinds of technical skills are considered eligible?

A: Tech Nation's guidance — and Home Office rules — allow a wide range of advanced technical skills, provided they are in the digital technology sector and ideally in product-led companies.

Examples of technical skills that often do qualify:

- Artificial Intelligence, Machine Learning, NLP
- Data Science / Big Data / Data Engineering
- Cybersecurity, cryptography
- DevOps / SysOps engineering
- Backend, frontend, or mobile software development
- UX / UI design (if tied to product innovation)
- Hardware / embedded systems, operating systems architecture
- Blockchain / distributed ledger development
- Developers contributing substantially to open source or cutting-edge technologies

Technical roles usually not considered suitable:

- System administration, helpdesk support
- IT infrastructure / network support (unless part of core product)
- Service delivery / outsourcing / managed services
- ERP consultancy or non-innovative legacy system maintenance
- Junior or generic IT analyst roles

Roles must show substantial technical innovation or impact, not merely routine support.

Q: What business / commercial skills are acceptable for endorsement?

A: Tech Nation also recognises **business skills** in digital tech, but they must be **within product-led digital companies**, not general business roles.

Business skills that often do qualify:

- Leading growth, product strategy, or commercial scale in a digital product company
- C-suite / leadership roles (CEO, CTO, CMO, Head of Operations) inside tech businesses
- SaaS sales leadership, enterprise software sales
- Performance marketing in-house (for tech product companies)
- VC / PE investment track record in digital tech
- Scaling or expanding a digital product business (e.g. entering new regions, growing user base)
- Product management roles that lead innovation, roadmap, or monetisation strategy

Business roles usually not accepted:

- Business roles in service / agency / non-product companies
- Corporate management in non-tech enterprises
- Regular marketing, HR, finance roles without technical or product linkage
- Junior business analysts or low-level sales/marketing roles without demonstrable impact

If your business skills are in a non-product / agency environment, it's less likely to count.

Q: Can I switch to the Global Talent visa from another visa while in the UK?

A: Yes, you can switch to the Global Talent visa from another visa while in the UK.

However, you cannot switch if you're currently in the UK on:

- A visit visa
- A short-term student visa
- A Parent of a Child Student visa
- A seasonal worker visa
- A domestic worker in a private household visa
- Immigration bail
- Permission to stay outside the immigration rules (e.g. on compassionate grounds)

If you're in one of these categories, you must leave the UK and apply for the Global Talent visa from outside the country.

Q: Can I use the same piece of evidence for more than one criterion?

No, you must not reuse the same document to satisfy multiple criteria. Each criterion must have its own evidence.

FAQ's

Q: Can Tech Nation review my application or supporting documents before I submit them?

No, Tech Nation cannot review your documents or give feedback on your chances of endorsement before submission. If you need immigration advice on your individual circumstances, contact Migrate UK

Q: How soon can I settle in the UK?

A: You may qualify for Settlement through this visa route. The required time depends on how your visa was granted: 3 years for Exceptional Talent or 5 years for Exceptional Promise.

Q: How can I track my application status?

You'll receive updates from the Home Office—first when your payment is processed, and again once Tech Nation has been notified of your application. Tech Nation does not provide direct updates, as all official communication comes through the Home Office.

What kinds of cases tend to be rejected?

A: Common reasons for refusal include:

- Weak or vague recommendation letters
- Roles in consultancy, service delivery, or non product companies
- Overreliance on generic or repetitive evidence
- Lack of impact beyond one's immediate employer
- Evidence that can't be independently verified
- Early career roles with limited measurable outcomes

Q: What happens if my Global Talent endorsement application is refused?

A: If your endorsement application is unsuccessful, you have two options:

1. Request a Review

You can ask the Home Office to request a Review by Tech Nation, but only if you believe there was a mistake in how your application was processed—for example, if a document was overlooked or incorrectly interpreted.

Use a Review if:

- You believe there was a clear error in how your evidence was assessed.
- You can explain that error without adding new evidence.

Do not use a Review if:

- You simply disagree with the outcome.
- You want to submit new or additional documents (this is not allowed in a Review).
- You want to revise your case—in that situation, it's better to reapply.

2. Reapply or choose another visa route

If you do not pursue a Review—or the Review is unsuccessful—you can:

- **Submit a new Global Talent endorsement application**, using stronger or better-targeted evidence.
- **Apply under a different visa category**, if eligible (e.g. Skilled Worker, Innovator Founder, etc.)

Both options require a fresh application and payment of a new fee, so it's important to carefully consider the feedback you received before deciding how to proceed.

If you're unsure whether to request a Review, reapply, or explore another visa route, **Migrate UK can guide you through your options**, assess your previous application, and help you build a stronger case moving forward.

TECH NATION VISA APPLICATION PROCESS



Preparing the endorsement application

Complete the Home Office Stage 1 Endorsement form, ensuring all details are accurate, gather all supporting documents & pay the £561 endorsement fee.

1



Preparing the visa application form

Once endorsed prepare the visa application to be filed this will then lead to paying the Immigration Health Surcharge (IHS) fee of £1,035/year for the duration of your choice and the application fee of £205.

2



Book an appointment

to enrol your biometric data, where you will have your fingerprints and photo taken.

3



Upload supporting documents

Such as passport, personal statement, CV, recommendation letters, and up to 10 evidence documents to the application portal before your appointment.

4

PROCESS TIMES

POST BIOMETRIC APPOINTMENT, IT WILL TYPICALLY TAKE THE FOLLOWING TIME TO RECEIVE A DECISION ON YOUR APPLICATION:

STAGE 1 APPLICATION	= 5-8 Weeks	
STAGE 2 APPLICATION STANDARD SERVICE	= 3 Weeks from Overseas = 8 Weeks within the UK	
STAGE 2 VISA APPLICATION PRIORITY SERVICE	= 5 Working Days	£500 Additional Charge
STAGE 2 APPLICATION SUPER PRIORITY SERVICE	= 1-2 Working Days	£1000 Additional Charge

ONCE YOUR APPLICATION IS SUCCESSFUL

If you applied from overseas after 30th October 2025, your decision email or letter will tell you how to [access your eVisa](#) to see the permission you have been granted before you travel to the UK and whether you will get a vignette (visa sticker in your passport).

WHAT HAPPENS AFTER GAINING A GLOBAL TALENT VISA?

YOU CAN:

- Work as an employee, be self-employed, and serve as a company director
- Change or leave your job without notifying the Home Office

YOU CANNOT:

- Apply for most benefits (public funds)
- Work as a sportsperson

HOW CAN MIGRATE UK HELP?

At Migrate UK, we understand that the application process can be confusing and overwhelming. Our team of experienced immigration lawyers are on hand to provide tailored guidance and support throughout your Tech Nation application journey.

Depending on the level of service you require, we offer the following services.

CONSULTATION

- ✓ Phone/video call where we discuss your suitability and eligibility for a Tech Nation visa
- ✓ Outline of the application process
- ✓ Written summary post call

CHECK & ADVISE

- ✓ Check your supporting documents and offer recommendations, if applicable
- ✓ Check your completed application form and offer revisions, where needed
- ✓ Instructions for submission of application

FULL REPRESENTATION

- ✓ Preparation of endorsement & visa application form and review of supporting documents
- ✓ Submission, booking biometric appointment and uploading all documents to UKVI on your behalf
- ✓ Upon approval, we will provide instructions for your entry/stay in the UK

For a full description for each service, please refer to our guide attached.



CONSULTATION £300 +VAT

- ✓ Phone / video call where we discuss your suitability and eligibility for a Tech Nation visa
- ✓ Outline of the application process
- ✓ Written summary post call

CHECK & ADVISE £750 +VAT

Consultation package plus:

- ✓ Phone/Video call where we discuss your suitability and eligibility for a Tech Nation visa
- ✓ Check your supporting documents and offer recommendations if applicable
- ✓ Check your completed application form and offer revisions if needed
- ✓ Instructions for submission of application

FULL REPRESENTATION FROM £3000 +VAT

Consultation package plus:

- ✓ Personal consultation to assess your eligibility and build a tailored application strategy
- ✓ Full document review, including advice on evidence, referees & endorsement criteria
- ✓ Support with endorsement reviews, including drafting clear, focused request based on process errors.
- ✓ Preparation & submission of your endorsement & visa applications
- ✓ Liaison with the endorsing body & UKVI throughout
- ✓ Booking of biometric appointment & advice on premium services
- ✓ Upload all documents to the Tech Nation/Home Office portal within deadlines

IM IMPACT

By entrusting your visa application to our legal partner Migrate UK, you can ensure that your case is handled professionally, reducing the risk of delays or refusals

THANK YOU

Contact us for an assessment or a quote on info@migrate-uk.com or 01235 645800.

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