



Immigration Specialists for Every Journey

Guidance Document: Global Business Mobility

Global Business Mobility

"I have to be very honest I have been travelling all around the world and working with many different departments. I haven't seen this precise services!!! They care about every detail, they reply really fast, they're up to date with you about all the steps. They're fast in the process in general, we are very happy to have chooses to work with them."

SA, Skilled Worker visa applicant

The Global Business Mobility (GBM) visa routes are a set of separate sponsored work visa routes for overseas businesses assigning staff to work in the UK. The GBM visa routes offer organisations with flexibility in allowing non-resident employees to periodically work in the UK for the UK office of the same organisation.

What is the Global Business Mobility (GBM) Route?

The sub-categories of the GBM visa route include:

- Senior or Specialist Worker: a sponsored visa route similar to the Skilled Worker visa route for sponsoring workers of overseas offices to work in the UK on a non-permanent basis.
- Graduate Trainee: a sponsored visa route for employees to undertake a short-term UK placement as part of an internal accelerator programme.
- UK Expansion Worker: a sponsored visa route allowing a senior employee of an overseas company to live and work in the UK while establishing a UK office of the overseas company.
- Service Supplier: a sponsored visa route that allows the employees of subcontractors to work for a UK company where the personnel are covered by a qualifying international agreement, such as the UK-EU Trade and Cooperation Agreement.

Who can apply under the Global Business Mobility (GBM) routes?

Applicants are employees of an overseas company and have been working for the overseas company for at least 12 months in most cases. There are exceptions for some visa routes and for those who earn above the high earner rate.

The UK office of the organisation will need to hold a valid sponsorship licence in the category in which they are looking to apply. GBM licences can be applied in addition to a Skilled Worker sponsor licence and follow a very similar visa process. It is essential for companies to demonstrate how the UK and overseas offices are linked by common ownership, common control, a joint venture agreement or other forms of shared corporate governance.

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"Have had a wonderful experience dealing with Migrate UK twice over. I got prompt and clear answers to all my queries and constant support from all levels in the organisation"

SB, UK Ancestry Visa Applicant

Documents You'll Need

Sponsor licence applications:

- Senior or Specialist Worker: it is essential to evidence how the UK office is linked to its overseas office, which can be done via share agreements, details of shareholders, affidavits and other documents confirming the connection between the two companies. Other evidence will regard demonstrating that the UK company is bona fide and genuine.
- Graduate Trainee: In addition to evidencing the common link between the two entities, the Graduate Trainee sponsor licence will also require evidence of a graduate training programme operating within the company already.
- UK Expansion Worker: The application requires considerable evidence of the company's overseas operations, the lack of a UK trading presence and plans for UK expansion.
- Service Supplier: The most important document is a signed contract between the UK entity and the third-party service supplier from an applicable country that is covered by an international agreement of which the UK is a signatory.

Visa applications:

- Certificate of Sponsorship: The most essential part of any GBM visa application is a valid Certificate of Sponsorship in that category.

How to apply for a Global Business Mobility (GBM) visa

- Step 1: Identify the appropriate GBM visa route.
- Step 2: Assign a Certificate of Sponsorship to the applicant, assuring that the job role, salary and duration all meet the relevant requirements.
- Step 3: Submit a visa application with the assigned Certificate of Sponsorship.

Global Business Mobility

"I highly recommend Migrate UK! From start to finish, the entire visa application process was incredibly smooth and stress-free, all thanks to their expert guidance. Dealing with visa applications can be confusing and overwhelming, but the team at Migrate UK made it feel completely manageable. They were thorough, professional, and exceptionally responsive to all my questions, often getting back to me within the hour."

MK, Skilled Worker visa applicant

Common mistakes and how to avoid making them

GBM sponsor licence applications often require a very thorough understanding of the organisational structure of the international business. Failing to demonstrate the legal connection between an overseas business and the UK business will undoubtedly cause delays and potentially the application being rejected.

GBM visas are often used for workers who are resident and employed overseas. Knowing what sponsorship duties that are applicable to workers who live outside the UK and understanding the nature of their UK employment often needs professional advice.

Applications for GBM visas require an organisation to have available Certificate of Sponsorships in their annual allocation, so it is important to plan for the year ahead and anticipate when you might need certificates to avoid having to apply for them at the last minute.

The GBM route is sometimes used as a faster alternative to the Skilled Worker visa route because of the lack of an English language requirement. Sometimes this leads to workers who would like to be on a route to settlement spending years on a GBM route that does not count towards ILR.

Global Business Mobility

“Amazing Team, seamless
experience.”

SP, GBM Visa Applicant

Frequently Asked Questions

What responsibilities does my UK sponsor have?

GBM sponsors have the same reporting duties as with the Skilled Worker visa, but the record keeping responsibilities are slightly different since the worker might be living overseas or could be a subcontractor. See our compliance service page for more information on managing sponsorship duties.

Can I switch from Global Business Mobility to Skilled Worker?

Yes. If your role qualifies under the Skilled Worker visa route, you can be assigned a new Certificate of Sponsorship and make a Skilled Worker application in the UK.

Does the GBM route lead to settlement?

No. The time spent in the GBM visa route in the UK only currently counts towards the 10-year long resident visa route.

Why use a Global Business Mobility visa instead of a Business Visitor visa?

A business visit visa only allows for very limited business activities in the UK, such as attending meetings or training. If an employee of an overseas business is visiting the UK to work for short periods of time in the UK office but is not based here, the GBM visa is more appropriate.

Is there an English language requirement for Global Business Mobility visas?

No. There is no English language requirement for any of the Global Business Mobility sub-routes.

Can dependants accompany a Global Business Mobility visa holder?

Yes. Most GBM routes allow the main applicant to bring:

- A spouse, civil partner, or unmarried partner
- Dependent children under 18

About us

"We are a fast-growing SME in the utilities and property tech sector, and we've been delighted to work with Migrate UK to support members of our team transitioning from graduate visas into longer-term roles. From the very beginning, they have been professional, transparent, and an absolute pleasure to work with. Communication has been clear and supportive throughout, which made what could have been a complex process feel seamless."

Skilled Worker Sponsor

We are very proud of our heritage and our successes. Here are some of our headlines:

22

Years of providing immigration advice, making us one of the longest serving specialist immigration law firms in the UK

9000+

Applications processed

50+

Years of combined immigration experience in our team

5

Star rating on [Google](#) and [Trustist](#)

Read more about us online via our [website](#), [LinkedIn](#), and via [HR Ninjas](#)