

IT Specialists and Managers From Third Countries in Germany: Possible Residence Titles

Option I

Residence title for qualified employment (skilled workers according to Sections 18a, 18b of the Residence Act [AufenthG])

Option II

EU Blue Card (according to Section 18g of the Residence Act [AufenthG])

Option III

Residence title according to Section 19c (2) of the Residence Act [AufenthG] in conjunction with Section 6 of the Ordinance on the Employment of Foreigners [BeschV])

REQUIREMENTS

- A higher education qualification **or** vocational qualification that is recognized in Germany. (Alternatively, a higher education qualification or vocational qualification that has been obtained in Germany).
- Concrete job offer as IT specialist in Germany.
- Persons over the age of 45: gross annual salary of at least €53,130 (as of 2025) or adequate pension provision (if necessary).
- Approval of the Federal Employment Agency (BA).

- A higher education qualification that is recognized in Germany **or** a comparable qualification of tertiary education. (Alternatively, a higher education qualification that has been obtained in Germany).
 - Concrete job offer in Germany as an IT specialist or manager (employment appropriate to the qualification).
 - Minimum gross annual salary of €43,759.80 (as of 2025).
 - Approval of the Federal Employment Agency (BA)*.
- *The approval of the Federal Employment Agency is not needed if the salary threshold stands at a minimum of €48,300 (in 2025).

For IT professionals without formal educational qualification

- At least 3 years of work experience on an academic level in the IT sector during the previous 7 years.
- Employment appropriate to the qualification in Germany.
- Gross annual salary of €43,759.80 (as of 2025).
- Approval of the Federal Employment Agency (BA).

- At least 2 years of work experience in the IT sector during the previous 5 years.
- Concrete job offer in Germany.
- Gross annual salary of €43,470 and for people over the age of 45 €53,130 (as of 2025)**.
- Approval of the Federal Employment Agency (BA).

**The requirement of a minimum salary is dropped if the employer is bound by collective agreements and if the IT professional is employed under the applicable collectively agreed working conditions.