

Immigration: Key considerations when recruiting from overseas

Date: Wednesday 03 and Thursday 04 December 2025 | **Format:** online event via Microsoft Team

Led by Graeme Ross, Immigration and Compliance Manager at the University of Cambridge, and **Pia Carr**, Principal Associate from Eversheds Sutherland

Tuesday 03 December

10.00 Welcome and introductions

10.05 Introductions and overview of the Points Based System

10.10 Recruitment through the Skilled Worker Visa (SWV) route

- Skill level requirements
- Salary requirements
- Genuine Vacancy requirements

11.30 Break

11.40 Other relevant immigration routes

- Visitors
- Permitted paid engagements
- Temporary Worker GAE
- Global Talent Visa

12.20 Break

12.30 Overview of the day and additional questions

11.30 End of day one

Thursday 04 December

10.00 Welcome and recap of day one

10.05 SWV 'non-points requirements'

- Maintenance/Finance requirements
- Immigration Health Surcharge
- ATAS requirements

10.50 Break

12.45 Employer's responsibilities

- Sponsor duties
- Right to work checks
- Employing Tier 4/Student visa holders

12.00 Break

12.15 Overview of the days, final questions and close

1.00 Close