IT professionals with practical knowledge

There are relaxed rules for the recruitment of IT professionals from third countries, who can be hired without formal recognition of their professional qualifications. Find out what options are available to you here.

There are relaxed rules for the recruitment of IT professionals from third countries, even if they do not have formal recognition of their professional qualifications or an equivalent **university** degree in IT. Find out what options are available to you here:

- IT professionals with at least two years' relevant work experience (gained in the last five years) may obtain approval for employment without proof of a vocational qualification or university degree if they earn a certain minimum salary or are employed under a **collective agreement** (**Section 6 of the Ordinance on the Employment of Foreigners [BeschV]**).
- IT specialists and managers can also obtain an **EU Blue Card** under Section **18g (2) of the Residence Act (AufenthG)** on the basis of their professional experience, even if they do not have a formal academic qualification. Certain salary thresholds also apply in this case.

To find out more about the different types of residence titles for IT professionals, please see the "**Visa options for IT professionals**" section under "For skilled workers".

Recognised IT qualification allows skilled worker visa or EU Blue Card

If applicants from third countries have an **academic degree or vocational qualification** in the field of IT that is recognised in Germany, they are subject to the residence requirements of the **EU Blue Card EU** or the **visa for qualified professionals**.

Information on the web

Federal Employment Agency (BA)

Information on admission to the labour market

Print page

URL: https://www.make-it-in-germany.com/en/looking-for-foreign-professionals/entering/admission-labour-market/it-professionals
Date: 2026-11-19 17:38:43 GMT