Nursing Professionals

Would you like to work as a nurse in Germany? Find more information on your career options here.

On this page

- Working in Germany as a nursing professional
- Your tasks in the nursing field
- People who can work as nursing professionals in Germany
- Visa for nursing professionals: when is it necessary?
- Assistance in finding a job: placement and programmes
- Your entry into nursing - the next steps

Working in Germany as a nursing professional

Thanks to the excellent living conditions in Germany, a considerable proportion of the population enjoys good health well into old age. However, with increasing life expectancy and an ageing society, combined with

the decreasing number of young people beginning their professional career, the demand for professional nursing as well as basic medical care is rising. Germany does have a **stable healthcare system**; nevertheless, nursing professionals remain to be in high demand and their contribution is more important than ever. Hospitals, long-term care facilities and other healthcare facilities are always on the lookout for nurses with various levels of qualification in order to meet the increasing demand in the healthcare and nursing professions. This demand is predicted to increase in the following years. International nurses have long been an important pillar in German hospitals and care facilities. As a result, there are an increasing number of multicultural teams working in German healthcare facilities.

Would you like to become part of the German **healthcare system** and work in multicultural teams in many different locations in Germany? Here you can find out how to start your future-proof career in the healthcare sector!

Your tasks in the nursing field

As a nurse, you will care for people of all ages and support them in every phase of their life. In Germany, the title “Pflegefachfrau/-mann” or “Pflegefachperson” is now used for nurses, which includes health and nursing care, paediatric nursing and geriatric nursing.

Nurses may work in the following areas:

- Inpatient acute care (e.g. hospital)
- Inpatient long-term care (e.g. nursing home)
- Ambulatory care (home care for private individuals)
- Medical rehabilitation (outpatient and inpatient)
- Palliative care (outpatient and inpatient)

Your tasks in the nursing field will include independent observation, guidance, support and care of patients, both inpatient and outpatient treatment. Additionally, you may also document and evaluate nursing measures, as well as carry out medical instructions and assist with medical interventions. However, that will depend on your individual specialisation and qualification. As a nurse, you will also be an expert contact for the patient’s family.

Basic care activities make up a large part of the daily work of nurses in Germany. This is not the responsibility of family members or exclusively of nursing assistants, but to a large extent also of nurses. Basic care activities include personal hygiene, nutrition, mobility, promotion of independence and preventive measures (prophylaxis).

Video: Working as a nurse - a success story

Figures on nursing professionals in Germany

1.8 million

people are employed in the nursing sector in jobs subject to compulsory social insurance. 20% of them are foreign nationals.

Around 31,000

job positions in care facilities are vacant.

People who can work as nursing professionals in Germany

Nursing is a regulated profession in Germany. Those wishing to work in the nursing profession in Germany on a long-term basis require official authorisation to practise their profession. As a rule, the following formal requirements must be met in order to be permitted to work in the nursing profession in Germany:

- **Recognised qualification:** The nursing qualification obtained in your country of origin must be recognised in Germany. You have two options: You can either have an **equivalence assessment** carried out on the basis of your training records, or you can waive this and complete an adaptation programme directly. If you choose the first option, the competent authority will check your documents to see whether your qualification is equivalent to a German qualification. The German qualification “Pflegefachfrau/-mann” or “Pflegefachperson” (nurse) is regarded as the **reference occupation**. If your qualification differs from the German qualification, you can take a knowledge test or go through an adaptation period to prove that you have an equivalent level of knowledge. With the second option, you can voluntarily sign a waiver of the equivalence assessment and be given the opportunity to complete an adaptation programme directly. This will shorten the procedure and reduce the administrative costs. However, the qualifications you have already acquired (e.g. **further training**) and your professional experience will then not be taken into account. As a result, the knowledge test or adaptation period may be more extensive than if the equivalence assessment is used. You have the right to receive guidance before making a decision. The **Service Center for Professional Recognition (ZSBA)** can give you free advice on waiving the equivalence assessment. The application for professional recognition can be submitted to the

competent authority in the state in which you intend to work in. The German professional recognition obtained is valid nationwide.

- **Sufficient knowledge of the German language:** For recognition, you must have at least level B2 according to the **Common European Framework of Reference for Languages (CEFR)**.
- **Medical fitness:** You will need to provide a certificate proving that you are physically and mentally fit to work as a nurse. This can be a certificate from your country of origin or a medical certificate issued in Germany.
- **Personal suitability/Trustworthiness:** In order to prove your trustworthiness, you will require proof that you do not have a criminal record. Depending on your situation, it is sufficient to provide a certificate of good conduct or standing from your country of origin or a **German certificate of conduct**.

The decisive factor for the recognition of your qualification is not your nationality, but the place your qualification was obtained in. Nurses from EU and **EFTA** countries generally receive automatic recognition of their foreign qualifications. You can find more information on the topic of recognition, examinations, a grant towards the cost of the **recognition procedure**, adaption periods and the competent German authorities responsible on the "**Recognition in Germany**" portal (available in multiple languages) or in our "**Recognition**" section.

Counselling available abroad

The **ProRecognition** project also provides advice on professional recognition for nurses qualified abroad.

Visa for nursing professionals: when is it necessary?

As a citizen of the EU or an EFTA member state, you require neither a **visa** nor a **residence permit** to work in Germany. Citizens of other countries on the other hand require a residence permit. You can find out more about the **work visa for qualified professionals** in the "Visa" section.

No EU Blue Card for nursing professionals

Please note that the **EU Blue Card** does not apply to nursing professionals.

Did you apply for recognition of your foreign qualification and the certification authority in Germany has determined that you are missing certain qualifications to obtain full recognition? Then you can find out whether the **visa for the recognition of foreign qualifications** is an option for you.

If you have not yet applied for your qualification to be recognised, you can start the process after you arrive in Germany and obtain a **residence title** for another job in the meantime. One of the requirements for this is that you can provide proof of a foreign **non-academic vocational qualification** requiring at least two years of training or a foreign academic qualification. This qualification must be recognised by the government of the country in which you obtained it. In addition, you must already have a German employment contract and your employer must have entered into a "**recognition partnership**" with you. You must be able to demonstrate German language skills at level A2 of the Common European Framework of Reference for Languages (CEFR). Detailed information can be found in the section "**Visa for employment within the framework of a recognition partnership**".

If your qualification as a nursing professional is not recognised, you can also apply for **recognition as a nursing assistant**. For more information, see the "**Assistants in nursing**" section.

Enter Germany with an opportunity card to look for a job

Would you like to look for a suitable employer in Germany? Under certain conditions, you can enter Germany with an **opportunity card** to look for work.

Assistance in finding a job: placement and programmes

There are several interesting **projects** providing special opportunities to work as a nurse from abroad in Germany. However, finding a job in Germany does not necessarily have to be through a recruitment programme. Further information for those interested in immigrating can be found **here**.

Information on placement agencies

If you are considering seeking additional assistance with the immigration process to Germany, you can find basic information on private and government agencies in Germany in the "**Placement agencies**" section.

Government recruitment projects

Your entry into nursing - the next steps

 Your career prospects: with our **Quick-Check**, you can find out about the opportunities available to you for working and living in Germany.

 Start the recognition process: in our "**Recognition**" section, you can find more information on the recognition of foreign qualifications.

 Apply now: find a suitable job position in our **"Make it in Germany" job listings** and use our tips for a successful **job application** in Germany.

 German language: get useful tips on the best places and methods to learn German in the "**Learning German**" section! The "IMED-KOMM" platform offers a comprehensive online course entitled "**German for foreign health and nursing professionals**" In addition, Network IQ offers the free app "**Ein Tag Deutsch in der Pflege**" (A day of German in nursing) featuring real-life scenarios and communication exercises.

Information on the web

Federal Ministry for Economic Affairs and Energy (BMWE)

Information on the care sector in Germany

Federal Employment Agency (BA)

Summary information Nursing professionals (vocational training)
Summary information Nursing Professionals (university)
Summary information Geriatric Nurse

Recognition in Germany

Recognition of qualifications obtained abroad in the healthcare and nursing sector

German Foundation for Elderly Care – Wilhelmine Lübke Foundation (KDA)

"Fair Recruitment Healthcare Germany" quality seal
Information on labour migration into the nursing sector in Germany
Advantages of Choosing a Certified Recruitment Agency

Network IQ

Overview of the recgonition and entry procedure for nurses
E-learning health care (free of charge) from B1 language level by KLiQG | HSNR

NETZWERK Unternehmen integrieren Flüchtlinge

Vocabulary pamphlet for Nursing professionals (in English, Spanish, French, Portuguese) Vocabulary pamphlets for other professions and languages
Vocabulary pamphlets for other professions and languages

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