1 · EXECUTIVE SUMMARY

Compare the assessed Spanish routes

Your strongest assessed options are National highly qualified professional / EU Blue Card. Your reported annual pay before tax: 45,000 EUR/year. While your application is pending, keep the supporting documents ready and respond to any official request. Other assessed routes are alternatives, not additional applications to submit.

ROUTE OPTION

National highly qualified professional

STRONG

OTHER ASSESSED ROUTE

EU Blue Card

STRONGEST SIGNAL

Job offer and contract

ROUTE · NATIONAL HIGHLY QUALIFIED…

MAIN REVIEW POINT

No unmet requirement was found in your answers. The authority still needs to check your documents.

ROUTE · NATIONAL HIGHLY QUALIFIED…

FIRST ACTION

Check the documents in your pending case

ROUTES · NATIONAL HIGHLY QUALIFIED…

ROUTE OVERVIEW

3 REVIEWED

INELIGIBLE · LOW · BORDERLINE · QUALIFIED · STRONG

National highly qualified professional — STRONG

EU Blue Card — STRONG

Spanish work permit — BORDERLINE

IN THIS REPORT

1 Executive summary

2 Your route analysis · 3 reviewed

3 What to do next · 10 steps

4 How this report was produced

5 Information used for this report · 36 answers

PROFILE AT A GLANCE

6 KEY FACTS

CITIZENSHIP
United States

MAIN PURPOSE
Employment

APPLICATION SUBMITTED
2026-10-12

OCCUPATION
Software analysts and designers (CNO-11 2712)

GROSS ANNUAL SALARY
45,000 EUR/year

CURRENTLY IN SPAIN
No

Your route analysis

This section explains how each assessed route fits your circumstances, which requirements you already meet, and what still needs attention.

What work would each route allow?

NATIONAL HIGHLY QUALIFIED PROFESSIONAL · EU BLUE CARD	The permit covers the approved highly qualified role. Starting work also requires the entry and Social Security steps. A job or employer change may require notification or a new application.
SPANISH WORK PERMIT	The permit covers the work and location stated in your approval. It takes effect after lawful entry and the required Social Security registration.

How long can the decision take?

NATIONAL HIGHLY QUALIFIED PROFESSIONAL · EU BLUE CARD	Legal limits: residence, 20 working days from filing online with UGE; if you need a visa after approval, 10 working days from the visa application, except cases requiring prior consultation. Allow extra time for documents, appointments and pauses in processing. These are not guaranteed waiting times or permission to start work.

Application date

This is a projection using the version's verified current rules, not a prediction of future Spanish law. Recheck amounts, instructions and filing rules before the planned application date.

2.1 · ROUTE ANALYSIS

National highly qualified professional

STRONG

COMPARE BEFORE CHOOSING

Your answers meet the assessed requirements. You will need documents to support them. Duration: The first permit lasts up to three years. For a shorter contract, it covers the contract plus three months, up to that three-year limit. Check the dates in your approval.

Key comparisons

1

Annual pay before tax — REQUIREMENT MET

HAVE	NEED	MARGIN
45,000 EUR/year	41,356.36 EUR/year	+3,643.64 EUR/year

Compare your guaranteed annual pay before tax with the minimum shown here. Blue Card reductions do not apply to this national permit; age or recent graduation does not lower its minimum.

UGE salary thresholds, June 2026 - Pages 1-2: Blue Card and national PAC · Verified 16 September 2026

Findings to review

0

No material case-specific review point was identified for this route.

Main supporting factors

5

National highly qualified professional

- Job offer and contract
- Highly qualified job
- Health coverage
- Relevant qualifications or experience
- Annual pay before tax

2.2 · ROUTE ANALYSIS

EU Blue Card

STRONG

COMPARE BEFORE CHOOSING

Your answers meet the assessed requirements. You will need documents to support them. Duration: The first permit lasts up to three years. For a shorter contract, it covers the contract plus three months, up to that three-year limit. Check the dates in your approval. A Blue Card does not automatically let you live or work in another EU country; separate mobility conditions apply.

Key comparisons

1

Annual pay before tax

REQUIREMENT MET

HAVE	NEED	MARGIN
45,000 EUR/year	41,356.36 EUR/year	+3,643.64 EUR/year

Check the minimum salary for your application date. A reduction may apply if you gained the qualifying credential within the previous three years, or your job meets both Spain's occupation-group and current shortage-list rules (CNO groups 1 or 2). Experience-based qualifications need confirmation of acceptance and the date gained; having no degree does not automatically rule out a reduction. Part-time work does not lower the annual minimum.

Orden PJC/44/2026 - Arts. 2-4 and transitional provisions · Verified 16 September 2026

Findings to review

0

No material case-specific review point was identified for this route.

Main supporting factors

5

EU Blue Card

- Job offer and contract
- Highly qualified job
- Health coverage
- Relevant qualifications or experience
- Annual pay before tax

Spanish work permit

BORDERLINE

ALTERNATIVE ROUTE

This route may suit you, but the points below need confirmation. Duration: The first permit covers the approved work for up to one year. Check the dates in the decision and the Social Security registration. Renewal is not automatic.

Key comparisons

1

Annual pay before tax

REQUIREMENT MET

HAVE	NEED	MARGIN
45,000 EUR/year	17,094 EUR/year	+27,906 EUR/year

SMI is Spain's national minimum wage. For this first permit, even part-time work must meet its full-time annual amount. A higher minimum in the applicable collective agreement also applies. Count guaranteed yearly pay before tax, including contractual extra payments.

Real Decreto 1155/2024 - Arts. 72-79 · Verified 16 September 2026

Findings to review

5

Your contract is signed, but continuing work and a start conditional on the permit taking effect still need confirmation. REVIEW

Your employer's recruitment checks are not confirmed. REVIEW

Your employer normally needs to show that no suitable worker was available in Spain. This check may not be needed if the job is on the official list of occupations with too few workers, or a legal exception applies.

Your employer's Social Security registration, tax and Social Security payments, and ability to fund the business and wages still need evidence. REVIEW

Training or certificates required for this job are not confirmed. REVIEW

Needs confirmation: Medical certificate. REVIEW

Main supporting factors

1

Spanish work permit

- Annual pay before tax

What to do next

The plan distinguishes the application already pending from any future alternative. Do not repeat application submission steps for the pending route; follow only the cards that match the route and stage shown.

1 While the application is pending

2 STEPS

Monitor the case and respond promptly to any official request.

01 Check the documents in your pending case

National highly qualified… · EU Blue Card

NOW

Applicant

Collect: Your identity document and application receipt; Job offer/contract with duties, salary and dates; relevant degree or experience; employer's application records; healthcare cover. Check the official document checklist and fees. Documents from foreign authorities may need an official stamp or certification so Spain can accept them (called an apostille or legalisation). You may also need an official translation into Spanish or an accepted regional language. Check the authority's requirements before paying.

☐

02 Track your application

National highly qualified… · EU Blue Card

NOW

Applicant and employer

Keep your application receipt and respond to requests from the authority. If something needs correcting, update the existing case rather than sending a duplicate. Apply this report to the permit you actually requested; other routes are alternatives. Reply by the deadline. Confirm your right to stay and work while waiting; applying alone does not establish these rights. Agree who checks notifications. Ask your employer or representative to share official requests and the decision with you.

☐

2 After the decision

3 STEPS

Follow these steps only once the authority has made its decision.

03 Apply for your entry visa

National highly qualified…

AFTER DECISION

Applicant

Use your permit approval letter to apply for a visa at the Spanish consulate responsible for where you legally live. Follow its checklist and check the deadlines for applying and entering Spain.

Find your Spanish consulate

☐

04 Confirm whether you need an entry visa

EU Blue Card

IF NEEDED

Applicant

If you already hold an EU Blue Card from another EU country, ask UGE whether you qualify to move to Spain without a visa. This assessment has not checked that exception. If a visa is needed: Use your permit approval letter to apply for a visa at the Spanish consulate responsible for where you legally live. Follow its checklist and check the deadlines for applying and entering Spain.

Find your Spanish consulate · UGE forms and filing instructions

☐

05 Complete the steps after approval

National highly qualified… · EU Blue Card

AFTER DECISION

Applicant

Follow the entry and registration steps in your approval letter. Apply for the foreigner identity card (TIE) if required. Keep your supporting documents and report important changes.

☐

3 Only if you consider another route

5 STEPS

These are not extra requirements for the routes compared above. Use these checks only if you decide to pursue the other route named on the card.

06 Ask your employer to confirm the contract

Spanish work permit

IF NEEDED

Employer

Ask your employer or its authorised representative to check that the signed contract provides continuing work and makes the start conditional on the permit taking effect. Confirm that the application contains the required contract evidence.

Complete when: Job offer and contract: the issue is resolved and supporting evidence is ready.

☐

07 **Confirm the recruitment requirement or exemption**

Spanish work permit

Ask your employer to document the current shortage listing for the job and area, unsuccessful official recruitment, or a documented legal exemption from the recruitment test. Chilean or Peruvian nationality may give a treaty exemption. A general online advert or outdated listing is not enough.

Complete when: Recruitment requirement or exemption: the issue is resolved and supporting evidence is ready.

IF NEEDED

Employer

08 **Ask your employer to check its business records**

Spanish work permit

Have your employer document its Social Security registration, up-to-date tax and Social Security payments, and funds for the business and your wages. The employer handles these checks.

Complete when: Employer registration, finances and payments: the issue is resolved and supporting evidence is ready.

IF NEEDED

Employer

09 **Check the training or licence needed for the job**

Spanish work permit

Confirm the training and Spanish recognition or licence legally required for this job. A university degree is not required for every job.

Complete when: Relevant qualifications or experience: the issue is resolved and supporting evidence is ready.

IF NEEDED

Applicant

10 **Get the medical certificate for your visa**

Spanish work permit

Obtain the visa medical certificate confirming no disease with serious public-health implications under the 2005 International Health Regulations. Ordinary employment uses Social Security enrolment; private insurance is not a general replacement requirement.

Complete when: Medical certificate: the issue is resolved and supporting evidence is ready.

IF NEEDED

Applicant

PROFESSIONAL GUIDANCE

Do you need professional help?

LIKELY MANAGEABLE

Prepare your documents and check the instructions

No specific need for professional advice was identified. Follow your plan and the current official instructions. This does not guarantee approval.

This report is informational, not legal advice or a guarantee of approval.

4 · HOW THIS REPORT WAS PRODUCED

How this report was produced

METHOD

We assessed your answers using the rules recorded at the time of the assessment. We have not checked your documents or later rule changes. Sources and review dates are listed below.

DISCLAIMER

ReloClear provides information, not legal advice. The conclusions and verdicts in this report are a guide, not a guarantee. Immigration rules and procedures are complex, every case is assessed individually, and relevant details may not be captured by ReloClear. Internal scoring details are retained by ReloClear for audit and quality control.

Sources

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01 **Find your Spanish consulate**

Official guidance - https://www.exteriores.gob.es/es/EmbajadasConsulados/Paginas/index.aspx · Verified 24 September 2026

02 **UGE forms and filing instructions**

Official guidance - https://www.inclusion.gob.es/es/web/unidadgrandesempresas/solicitudes · Verified 24 September 2026

Sources

03 **Ministry of Inclusion - Translation and legalisation of documents (Hoja 61)**

Guidance - https://ciudadaniaexterior.inclusion.gob.es/web/migraciones/w/61.-legalizacion-y-traduccion-de-documentos-para-la-tramitacion-de-procedimientos-en-materia-de-extranjeria-e-inmigracion · Verified 16 September 2026

04 **Ley 14/2013 - Arts. 61, 62, 71, 71 bis, 74 bis-quinquies, 75-76; Arts. 62, 71-71 bis, 74 bis-quinquies, 75-76; additional provision 7; Articles 75.5 and 76.1**

Law - https://www.boe.es/buscar/act.php?id=BOE-A-2013-10074 · Verified 16 September 2026

05 **Ministry: criteria for Law 14/2013 - Criteria 1.3-1.4: 150% IPREM for two people, plus 50% per additional member; individual evidence review**

Guidance - https://www.inclusion.gob.es/documents/1823432/1826092/CriteriosAplicacionLey14-2013Sellado.pdf/e91ab6b2-1dc4-d20b-be21-dfcebab1b72d?t=1664810249027 · Verified 16 September 2026

06 **SEPE: current IPREM - IPREM monthly and 12-month annual amounts**

Numeric reference - https://www.sepe.es/HomeSepe/prestaciones-desempleo/Cuantias-anuales.html · Verified 16 September 2026

07 **Ley 11/2023: highly qualified routes - Art. 32**

Law - https://www.boe.es/diario_boe/txt.php?id=BOE-A-2023-11022 · Verified 16 September 2026

08 **UGE salary thresholds, June 2026 - Pages 1-2: Blue Card and national PAC**

Numeric reference - https://www.inclusion.gob.es/documents/d/unidadgrandesempresas/umbral-salarial.pdf · Verified 16 September 2026

09 **Organic Law 4/2000 - Additional provision 4: repeated refused applications, expulsion proceedings and orders; route-specific exceptions**

Law - https://www.boe.es/buscar/act.php?id=BOE-A-2000-544 · Verified 18 September 2026

10 **Ley 39/2015 - Articles 22 and 30 (suspensions and working-day computation)**

Law - https://www.boe.es/buscar/act.php?id=BOE-A-2015-10565 · Verified 16 September 2026

11 **Real Decreto 1155/2024 - Arts. 72-79; Arts. 35, 52-57, 61-63, 72-79**

Law - https://www.boe.es/diario_boe/txt.php?id=BOE-A-2024-24099 · Verified 16 September 2026

12 **Ministry: initial employed work - Requirements and procedure; May 2025**

Guidance - https://www.inclusion.gob.es/es/web/migraciones/w/autorizacion-inicial-de-residencia-temporal-y-trabajo-por-cuenta-ajena-hi-16- · Verified 16 September 2026

13 **Workers' Statute, Real Decreto Legislativo 2/2015 - Arts. 6-7: working age and capacity**

Law - https://www.boe.es/buscar/act.php?id=BOE-A-2015-11430#a6 · Verified 16 September 2026

14 **Real Decreto 126/2026: SMI - Arts. 1 and 3; effects from 1 January 2026**

Numeric reference - https://www.boe.es/diario_boe/txt.php?id=BOE-A-2026-3815 · Verified 16 September 2026

15 **Ley Orgánica 4/2000 - Art. 40**

Law - https://www.boe.es/buscar/act.php?id=BOE-A-2000-544#a40 · Verified 16 September 2026

16 **Real Decreto 1155/2024 - Articles 77.6 and 40.3; seventh additional provision**

Law - https://www.boe.es/buscar/act.php?id=BOE-A-2024-24099 · Verified 16 September 2026

17 **EU Blue Card Directive 2021/1883 - Article 3(2)(a)-(g); recitals 16, 18 and 19**

Law - https://www.boe.es/buscar/doc.php?id=DOUE-L-2021-81434 · Verified 19 September 2026

18 **SEM 2/2026: transition from temporary protection - Instructions 5 and 7: transition to another residence authorisation**

Instruction - https://inclusion.gob.es/documents/d/migraciones/instrucciones_transicion_desde_la_proteccion_temporal.pdf · Verified 19 September 2026

19 **Orden PJC/44/2026 - Arts. 2-4 and transitional provisions**

Law - https://www.boe.es/buscar/doc.php?id=BOE-A-2026-2142 · Verified 16 September 2026

Information used for this report

This section lists the 36 answers you submitted and that were used for this report. Unanswered questions and contact details are not included.

	Question	Your answer
1.	Which countries are you a citizen of?	**United States**
2.	Are you in Spain right now?	**No**
3.	What should we evaluate?	**A new application**
4.	What type of permit should we evaluate?	**Employment**
5.	What is your highest completed education level?	**Bachelor's degree / first-cycle higher education of at least 180 credits**
6.	When are you planning to send your application?	**It has already been submitted and no decision has been issued**
7.	When was your application submitted?	**12/10/2026**
8.	Will you be an employee or work as self-employed?	**Employee**
9.	Do you have an employment arrangement?	**Yes, a job or offer with an employer based in Spain**
10.	Is the employment agreement signed by both you and your employer?	**Yes**
11.	What annual salary before tax have you been offered?	**45,000 EUR/year**
12.	What is the job title in the offer?	**Software analysts and designers (CNO-11 2712)**
13.	Is the position full-time or part-time?	**Full-time**
14.	What period does the employment agreement cover?	**15/01/2027 - 14/01/2028**
15.	Is the offered position confirmed as highly qualified employment?	**Yes**
16.	Is your completed higher education relevant to the offered role?	**Yes**
17.	When did you complete that qualification?	**01/06/2020**
18.	Is the job on the applicable current shortage-occupation list?	**No**
19.	Do you have the training or certificates required for the job?	**I am not sure**
20.	What kind of employer will hire you?	**A company or organisation**
21.	How have the offered salary and all other employment terms been checked?	**Confirmed against an applicable collective agreement**
22.	What has your employer confirmed about filling this vacancy?	**I am not sure**
23.	Is the employer registered with Spanish Social Security?	**I am not sure**
24.	Are there any known serious legal or financial problems involving the employer?	**I am not sure**
25.	Do any of these EU Blue Card exclusions apply to you?	**None of these applies to me**
26.	Does the profession require Spanish authorisation or registration?	**No**
27.	Do you have comprehensive health insurance for the required stay?	**Yes**
28.	Do you have the medical certificate required for the work visa?	**I have not arranged it yet**
29.	Will any family members apply with you?	**No**
30.	Which travel document are you using for this application?	**Passport issued by United States**
31.	Has a previous immigration application been refused?	**No**
32.	Are there ongoing expulsion proceedings or an expulsion order involving you?	**No**
33.	Have you been convicted of a crime?	**No**
34.	Do you currently have an entry ban for Spain or another Schengen country?	**No**
35.	Are there known public-order or security concerns involving you?	**No**
36.	Did you agree not to return to Spain for a period that has not ended?	**No**

This report is based on the information supplied in the assessment and assumes that it is accurate and current as of 12 October 2026.