ReloClear

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REPORT · 47f49f1b-241e-437c-8038-fddc9232b398

1 · EXECUTIVE SUMMARY

Your Spanish route assessment

Your strongest assessed option is Spanish work permit. Your reported annual pay before tax: 25,000 EUR/year. Your application is already pending. Check how this issue affects your case: Job offer and contract.

RECOMMENDED ROUTE

Spanish work permit

BORDERLINE

STRONGEST SIGNAL

Relevant qualifications or experience

ROUTE · SPANISH WORK PERMIT

MAIN REVIEW POINT

You reported that both sides have signed the contract. The employer or its authorised representative is responsible for the application.

ROUTE · SPANISH WORK PERMIT

FIRST ACTION

Ask your employer to confirm the contract

ROUTE · SPANISH WORK PERMIT

ROUTE OVERVIEW

3 REVIEWED

INELIGIBLE · LOW · BORDERLINE · QUALIFIED · STRONG

Spanish work permit — BORDERLINE

National highly qualified professional — INELIGIBLE

EU Blue Card — INELIGIBLE

IN THIS REPORT

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PROFILE AT A GLANCE

6 KEY FACTS

CITIZENSHIP
United States

MAIN PURPOSE
Employment

APPLICATION SUBMITTED
2026-10-12

OCCUPATION
Warehouse assistant - occupation not matched

GROSS ANNUAL SALARY
25,000 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.

How long can the decision take?

SPANISH WORK PERMIT	Initial employed-work authorization: a maximum of 3 months to decide and notify. A required consular visa is a separate stage after approval, with a maximum of 1 month from the visa application. Allow for preparation and appointments before either stage, then entry and Social Security registration where required before starting work. Planning reference, not an average wait or a guarantee. Allow extra time for preparation, appointments and possible procedural suspensions.

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

Spanish work permit

BORDERLINE

PREFERRED 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
25,000 EUR/year	17,094 EUR/year	+7,906 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 2

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

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

Main supporting factors

3

Spanish work permit

- Relevant qualifications or experience
- Recruitment requirement or exemption
- Annual pay before tax

2.2 · ROUTE ANALYSIS

National highly qualified professional

INELIGIBLE

NOT CURRENTLY WORKABLE

Your answers do not meet all requirements for this route. Review the issues below. 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

GAP IDENTIFIED

HAVE	NEED	GAP
25,000 EUR/year	41,356.36 EUR/year	−16,356.36 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

3

Not met in your answers: Highly qualified job. ACTION NEEDED

Needs confirmation: Health coverage. REVIEW

Needs confirmation: Relevant qualifications or experience. REVIEW

Main supporting factors

1

National highly qualified professional

- Job offer and contract

2.3 · ROUTE ANALYSIS

EU Blue Card

INELIGIBLE

NOT CURRENTLY WORKABLE

Your answers do not meet all requirements for this route. Review the issues below. 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

GAP IDENTIFIED

HAVE	NEED	GAP
25,000 EUR/year	41,356.36 EUR/year	−16,356.36 EUR/year

The general annual salary requirement is shown because your answers do not establish a reduction. The reduced level of 33,085.09 EUR/year applies only if you qualify through a recent qualifying qualification or the eligible shortage-occupation conditions. Part-time work does not lower the annual requirement.

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

Findings to review

3

Not met in your answers: Highly qualified job. ACTION NEEDED

Needs confirmation: Health coverage. REVIEW

Needs confirmation: Relevant qualifications or experience. REVIEW

Main supporting factors

1

EU Blue Card

- Job offer and contract

3 · WHAT TO DO NEXT

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 Address the pending case

2 STEPS

Deal with points that may affect the application already submitted.

01 **Ask your employer to confirm the contract**

Spanish work permit

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.

NOW

Employer

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

02 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.

NOW

Employer

2 While the application is pending

2 STEPS

Monitor the case and respond promptly to any official request.

03 Check the documents in your pending case

Spanish work permit

Collect: Your identity document and application receipt; Signed job contract with salary, hours and dates; employer's filing and company records; recruitment outcome or evidence for the selected exemption; occupational training or licence records if relevant. 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.

NOW

Applicant

04 Track your application

Spanish work permit

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.

NOW

Applicant and employer

3 After the decision

2 STEPS

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

05 Apply for your entry visa

Spanish work permit

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

AFTER DECISION

Applicant

06 Complete the steps after approval

Spanish work permit

After lawful entry, complete your Social Security registration before starting work. Follow the job and location limits in your approval. Apply for the foreigner identity card (TIE) if required. Keep your supporting documents and report important changes.

AFTER DECISION

Applicant

4 Only if you consider another route

7 STEPS

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

07 Confirm the annual pay requirement

National highly qualified…

Confirm that guaranteed yearly pay before tax meets the amount shown for the national highly qualified route. Blue Card reductions do not apply. Your age or a recent qualification does not lower this route's minimum.

Complete when: Annual pay before tax: the issue is resolved and supporting evidence is ready.

IF NEEDED

Employer

08 Document the highly skilled role

National highly qualified…

Ask the company to document the duties, need for your skills and working relationship. High pay alone is not enough. This permit may cover employment or a qualifying professional-service arrangement.

Complete when: Highly qualified job: the issue is resolved and supporting evidence is ready.

IF NEEDED

Applicant and employer

09 Confirm your qualification or experience

National highly qualified…

Provide a relevant qualification at least equivalent to Spain's MECES 1 level, or three years of equivalent relevant experience. The job must require that skill level.

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

IF NEEDED

Applicant

10 **Confirm your healthcare cover**

National highly qualified...

EU Blue Card

IF NEEDED

Applicant

Provide Spanish Social Security cover, an international certificate giving healthcare rights in Spain, or accepted insurance authorised in Spain. A pension or Social Security certificate alone may not establish healthcare cover.

Complete when: Health coverage: the issue is resolved and supporting evidence is ready.

11 **Confirm the annual pay requirement**

EU Blue Card

IF NEEDED

Employer

Agree guaranteed annual pay that meets the minimum shown. If relying on a reduced minimum, document the qualifying recent credential or shortage occupation explained in the route analysis. Part-time work does not lower the annual minimum.

Complete when: Annual pay before tax: the issue is resolved and supporting evidence is ready.

12 **Document the highly skilled job**

EU Blue Card

IF NEEDED

Applicant and employer

Ask the company to document the duties and need for your skills. High pay alone is not enough. The Blue Card requires employment; independent professional services do not qualify.

Complete when: Highly qualified job: the issue is resolved and supporting evidence is ready.

13 **Confirm your degree or qualifying experience**

EU Blue Card

IF NEEDED

Applicant

Show at least three years of higher education at the required degree level (MECES 2/EQF 6), or five years of equivalent relevant experience. IT specialists and managers may use three relevant years within the last seven.

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

PROFESSIONAL GUIDANCE

Do you need professional help?

LIKELY MANAGEABLE

Follow the practical steps in your plan

The issues identified here do not by themselves call for professional advice. Follow your plan to check the evidence and address any unmet or unconfirmed requirements in the pending case.

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 **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

Sources

03 **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

04 **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

05 **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

06 **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

07 **Ley Orgánica 4/2000 - Art. 40**

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

08 **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

09 **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

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 **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

12 **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

13 **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

14 **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

15 **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

16 **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

17 **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

18 **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 35 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?	**Other / I am not sure**
6.	How many full years of relevant professional experience can you document?	**I am not sure**
7.	Does your experience include at least three years as an IT specialist or IT manager during the last seven years?	**I am not sure**
8.	When are you planning to send your application?	**It has already been submitted and no decision has been issued**
9.	When was your application submitted?	**12/10/2026**
10.	Will you be an employee or work as self-employed?	**Employee**
11.	Do you have an employment arrangement?	**Yes, a job or offer with an employer based in Spain**
12.	Is the employment agreement signed by both you and your employer?	**Yes**
13.	What annual salary before tax have you been offered?	**25,000 EUR/year**
14.	What is the job title in the offer?	**Warehouse assistant - occupation not matched**
15.	Is the position full-time or part-time?	**Full-time**
16.	What period does the employment agreement cover?	**15/01/2027 - 14/01/2028**
17.	Is the offered position confirmed as highly qualified employment?	**No**
18.	Do you have the training or certificates required for the job?	**Yes**
19.	What kind of employer will hire you?	**A company or organisation**
20.	How have the offered salary and all other employment terms been checked?	**Confirmed against an applicable collective agreement**
21.	What has your employer confirmed about filling this vacancy?	**They have tried recruiting through the public employment service**
22.	Has your employer confirmed that the supporting documents are ready?	**Yes**
23.	Is the employer registered with Spanish Social Security?	**Yes**
24.	Are there any known serious legal or financial problems involving the employer?	**No**
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 the medical certificate required for the work visa?	**Yes - the required certificate is ready**
28.	Will any family members apply with you?	**No**
29.	Which travel document are you using for this application?	**Passport issued by United States**
30.	Has a previous immigration application been refused?	**No**
31.	Are there ongoing expulsion proceedings or an expulsion order involving you?	**No**
32.	Have you been convicted of a crime?	**No**
33.	Do you currently have an entry ban for Spain or another Schengen country?	**No**
34.	Are there known public-order or security concerns involving you?	**No**
35.	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.