

# Global Talent: Peer Review

This guide details the eligibility criteria and process for the Academic & Research, Peer Review, Global Talent visa route to assist departments, faculties and colleges in making an informed decision about applying for a visa under this route.

## What is the Global Talent Visa route?

The Global Talent visa is a route for leaders and emerging leaders in the fields of science, humanities, engineering, medicine, digital technology and the arts.

The visa route is split into two categories:

- **Exceptional Talent:** for those who are already proven leaders in their field of expertise.
- **Exceptional Promise:** for early-career individuals who have demonstrated potential to become leaders in their field of expertise.

## What are the benefits of Global Talent visa?

Many individuals who require a visa to work at Oxford come to the University on a Skilled Worker visa. The Global Talent visa has a number of benefits:

- **Greater flexibility on hours of work, place of work, salary, leave and engagement with other organisations.** Those on Skilled Worker visas are restricted to working in the specific role, location etc. and are prohibited from taking more than four weeks unpaid leave in any calendar year. There are no such restrictions on a Global Talent visa.
- **Extensions and Settlement possible.** It is possible to extend a Global Talent visa, and the route may lead to settlement after a shorter 3 year period. Find [further information here](#).

## Application process

Departments/colleges who would like SIT to formally support the individual should complete an [internal application form](#). SIT can also provide advice and guidance to employees who may wish to progress an application themselves.

**Stage 1: Application for endorsement** from a designated 'Competent Body': British Academy, Royal Society, Royal Academy of Engineering: see Research & Innovation Talent criteria below.

Arts Council England, Tech City UK please contact SIT directly in relation to these specialisms as the criteria differs.

An application is submitted to the Home Office in the UK.

**Stage 2: Visa application.** Most individuals submit this stage overseas. Individuals may be able to switch in the UK if they have a [valid visa status](#).

## How long does an application take?

**Stage 1:** up to 5 weeks. Individuals can travel whilst the application is decided. If the endorsement application is declined it is not considered a visa refusal.

**Stage 2:** for overseas applicants it depends on the country of application but usually not more than 3 weeks and priority services may be available. For applicants in the UK up to 8 weeks, or an application can be made in person for a premium fee. This application must be submitted within 3 months of receiving the Stage 1 endorsement.

**Please note:** The lengthiest part of the application is gathering the evidence needed to support the Stage 1 application, departments, faculty, colleges and applicants should gather this evidence as soon as possible after making the decision to apply for Global Talent.

## Stage 1 – Fast Track options

Before completing a request under the Peer Review criteria outlined on page 2 please ensure the following fast track options cannot be met

1. **Academic and Research appointments:** applicants who will have responsibility for academic, research or innovation leadership or are an emerging leader. This includes but is not limited to Professor, Associate Professor and Group Leaders. Certain recruitment criteria must be met.
2. **Specific peer reviewed fellowship:** for those awarded an individual fellowship on the [list approved by the British Academy, Royal Academy of Engineering and Royal Society](#).
3. **Endorsed funders:** for researchers and specialists whose name or job title is specified in a successful grant application from an [endorsed funder approved by UKRI](#) and specific requirements have been met
4. **Hold a prestigious prize:** Individuals who hold a [prestigious prize](#) are eligible to apply for a Global Talent visa without the need to obtain the Stage 1 endorsement

More detail about the criteria can also be found on our website: <https://staffimmigration.admin.ox.ac.uk/gtv-endorsement>

## Standard criteria *(Not applicable for the fast track options)*

The table below shows the eligibility criteria for the Exceptional Talent or Exceptional Promise application:

Exceptional Talent	Exceptional Promise
Active researcher in a relevant field within a university, research institute or industry.	Active researcher in a relevant field, typically within a university, research institute or industry.
Have a PhD or equivalent research experience.	Have a PhD or equivalent research experience
Provide a letter of personal recommendation from an eminent person resident in the UK supporting the application. They must be familiar with the individual's work, be able to comment on the contribution to their field, and assess the claim to be a world leader.	Provide a letter of personal recommendation from an eminent person resident in the UK supporting the application. They must be familiar with the individual's work, be able to comment on the contribution to their field, and assess the claim to be an emerging world leader.
Provide a second letter from a senior member of a reputable UK organisation concerned with research or innovation in the individual's field. The person must be qualified to independently and objectively assess the claim of exceptional talent and be able to comment independently and authoritatively on the application	Be at an early stage in their research career. There is no defined timeframe for what constitutes "early stage" but typically, someone less than 10 years post-PhD might be considered to be at an early-stage.

To apply individuals need to complete an online application, short CV, and personal statement and submit supporting evidence to meet the above criteria.

The application will be assessed by two fellows from the relevant Competent Body. In particular, the panel will look at:

- Career history and international standing including the significance of publications, prizes and research funding.
- The strength of the letters of support from personal recommendation and independent, objective assessment (ET).
- The significance of the contribution to their field relative to their career stage.
- The expected benefits of the individual's presence in the UK in terms of their contribution to UK research and innovation excellence and to the wider society, including potential economic benefits.

## Exceptional Talent or Exceptional Promise?

When deciding which criteria the individual should apply under, consider:

- **Publications.** Is the number of publications considered exceptional in relation to their career stage? Have they published in highly regarded media?
- **Career history.** How has their career progressed since their PhD? Have they held prestigious Fellowship or an advanced research post of equivalent standing, for exceptional promise is their career on a steep trajectory, with a clear path to independence and leadership?
- **Research impact over the past ten years.** Has their research been quoted widely in the media, has it influenced national/international policy or technology, has it reformed a particular area of science or revealed important results or questions for the future? Do they have any patents or spin-outs?
- **Prizes and awards.** Does the individual hold any internationally recognized prizes or awards? What is the significance of the prize/award?
- **Funding.** How much funding has the individual secured over the past ten years for their research? Is this significant in relation to their field of expertise?
- **International standing.** Is the individual's work recognised internationally? Do they hold any senior international advisory or consultancy roles?

For more information see the Staff Immigration Team website: [staffimmigration.admin.ox.ac.uk/tier1-global-talent](https://staffimmigration.admin.ox.ac.uk/tier1-global-talent)

Application fees: <https://www.gov.uk/global-talent>

Immigration Health Surcharge fees: <https://www.gov.uk/healthcare-immigration-application/how-much-pay>