

## National Committee on skills and talents

### Criteria for issuing the "Skills and Talents" permit

1. The card is normally issued for a professional project. This project can be :
  - a. a salaried activity
  - b. a commercial, industrial or craft activity (for an entrepreneur)
  - c. an independent profession ( writer, translator...)or likely to contribute in one way or another to the influence both of France and -directly or not- of the applicant's country.
2. A project with the only purpose of studies will not be considered.
3. The foreigner's applications which are filling the proper conditions to obtain the "employee on assignment" permit will not be considered. ( for legal representatives please check 7bis)
4. For salaried activity, the file should normally include an contract of employment. The issuing authority can depart from this principle to facilitate the process.
5. The employment contract must be in accordance with the qualification, experience and, if necessary, with diploma or title of the applicant.
6. When the planned activity is subjected to specific conditions, the applicant will have to produce evidence that those conditions are filled.( check 1.c above)
7. The "Skills and Talents " permit can be delivered to an investor, creator of working enterprises for the following economic projects:
  - Project leading to the creation of at least two jobs, including the investor's one, or to the safeguarding of at least two jobs
  - Project including an investment in tangible assets (acquisition of land, buildings and equipments) or intangible assets ( transfer of technology , rights, patents, licenses, know-how or unpatented technical knowledge) of at least 300.000 Euros.
  - Project sponsored by a foreign company created for at least two years or already established in France
- 7bis. The "Skills and Talents " permit can be issued to a foreigner named as a legal representative in an establishment or a company in France, if he has been at least for three months an employee or a social agent outside France for an establishment or a company being part of the same group, and if he meets the following cumulative criteria :
  - a. Gross monthly earnings of at least 3 times the French established minimal wage (SMIC)
  - b. Mission in France longer than 6 months.
8. The interest of the activity will be considered in regard of its location in France: a project integrated in a pole of competitiveness will be privileged.
9. The occupations , professions or activities requiring high qualifications and likely to create jobs will be privileged. The area in which the project will be held, will also enter into account.
10. Except for artists and athletes, an applicant with no experience and whose educational level is below the level "license" (bachelor's degree) is not eligible for the "Skills and Talents " permit.

A Bachelor's degree and a professional experience of at least three years or a "maîtrise" (master's degree) and a professional experience of at least one year may entitle to this card. Depending on the quality of the project and the ability of the holder to achieve it, the doctor's degree may entitle to a "Skills and Talents " permit without justifying any professional experience. The appreciation of the ability takes into account the notoriety of the foreign establishment that issued the doctor's degree, and also the quality of the applicant's publications (in particular regarding the ranking by National Centre for Scientific Research).

However, the relevance of these qualifications regarding the mobility project of the candidate will be assessed, for example, through an invitation letter or a document reflecting an expression of interest from the research department of a company or of a higher education or research establishment.

11. Masters or higher degrees in physics, chemistry, biology, mathematics, computer -sciences , agronomy, marketing, human resources, management, finance, actuarial and accounting will be privileged

The recognition, or the notoriety of the foreign establishment having issued such diploma, and signature with French partners of specific agreements concerning scientific or educational cooperation will also be taken into account.

12. - Whatever the degree, a level of income, locally comparable to that of a senior corporate, will be privileged. For the appreciation of the income level, the age of the applicant and the nature of the project may enter in consideration. An applicant older than 30 years should in principle strictly meet the criteria of income.  
- A candidate without diploma will have to justify a professional experience of at least 5 years at the level of income mentioned in the previous paragraph.
13. Sportsmen or women: For individual Olympic sports, the applicant must have been national champion in his country of origin the previous year or must have participated as a team athlete to continental or world championships. For the Olympic sports by teams, the applicant must be a permanent member of the national team. For non-Olympic sports, the applicant must be a permanent member of the national team. For coaches and technicians, the applicant must have trained permanently the national team or a 1st division one. "Permanently" means " the previous sports season and the current one". The professional notoriety of an athlete allows to waive those rules.
14. Generally, for cultural or humanitarian projects or for projects related to the development of the "francophonie", the notoriety of the applicant will be taken into account to appreciate the influence mentioned in paragraph 1.