



## Hiring of Non-EU Citizens as Employees in Cyprus – Foreign Interest Company

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Companies of foreign interests can give priority to employment of third country nationals instead of locals and EU nationals, provided that certain requirements are met.

Criteria that companies must meet in order to benefit from this decision, and the categories of staff and the maximum numbers of third country nationals who can be employed are all described below.

Eligibility Criteria In order to register a Cyprus company as a foreign interest company:

- o Non-EU shareholders should own the majority of the company's shares. (more than 50%)
- o Foreign direct investment of capital amounting to at least €200.000, legally admitted to a Cyprus bank account from abroad. This amount can be used for company's activities.

### **Staff Categories:**

#### **A. Senior Management - Directors, General managers, Heads of Departments, Project Managers**

**Maximum number of third country nationals employed: 5 persons** (unless the Civil Registry and Migration Department is satisfied that the employment of a greater number is justified, depending on the circumstances of each company.)

**Minimum Acceptable Gross Monthly Salary: €4.000**

#### **B. Middle Management - Upper / middle management personnel, Other administrative, secretarial or technical staff**

**Maximum number of third country nationals employed: 10 persons** (unless the Civil Registry and Migration Department is satisfied that the employment of a greater number is justified, depending on the circumstances of each company.)

**Minimum Acceptable Gross Monthly Salary: €2.000**

#### **C. Support Personnel**

- o A company may employ third country nationals in support positions by first securing the positive recommendation of the Department of Labour.
- o A company may staff up to 30% of its total personnel with third country nationals in posts in this category.



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#### **D. Exceeding the maximum allowed number of employees from third countries in each category**

To employ more third country personnel, requests by the company must be submitted to the Department for approval. The requests must include information on the salary offered along with:

- The requests must include information on the salary offered as well as:
- The company's turnover
- The ratio of third country employees to Cypriots / EU Nationals and
- The company's operating time in Cyprus.

#### **E. Family Members**

- **Directors/Middle Management/Specialists** are able to exercise their right to family reunification.
- Third country nationals who are family members (spouse and U18 children) can enter and reside in Cyprus after the sponsor (employee) has followed the procedure for **family reunification**.

#### **Specialists**

Companies are entitled to employ a number third country nationals over and above the categories stated above with the professions/skills listed below.

**Minimum Acceptable Gross Monthly Salary for Specialists: €2.000.**

#### **Professions / Skills**

- Software and System Engineers
- Application and Data Architects
- ICT and Enterprise Solution Architects
- Technical Assurance Professionals
- Telecom and Space Engineers
- Data scientists
- Machine Learning Engineers
- Web Developers and designers
- UX User Experience Professionals
- Quantitative Analysts
- Quality Assurance Analysts
- Mobile Application Developers
- Augmented Reality/ Virtual Reality Programmers
- Digital Marketing Specialists
- Video Production Multimedia Specialists for Mobile Apps and Software
- Analysts for Mobile Apps and Software



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- Designers of Prototype for Mobile Devices
- DevOps Engineers
- Cyber Security Specialists
- Artificial Intelligence, Robotics and Big Data Specialists
- Pharmaceutical Formulation Technologists
- Pharmaceutical Engineer Validation Specialists
- Pharmaceutical Patents Specialists
- Pharmaceutical Regulatory and Quality Assurance Professionals
- Marine Engineers
- Naval Architects

### **Maximum number of third country nationals employed as Specialists**

The maximum number of Specialists allowed is based on the annual turnover of the company, as following:

Turnover	Number of Employees	Application Examination Timeframe
≤1 million	Up to 5	4 weeks
>€1 – €3 millions	Up to 10	4 weeks
>€3 – €5 millions	Up to 20	4 weeks
>€5 – €10 millions	Up to 30	4 weeks
>€10 – €20 millions	Up to 50	4 weeks
>€20 – €30 millions	Up to 100	6 weeks
>€30 millions	100-200	6 weeks