

**Employment Permit Policy (EPP) - Approved Posts: Employers are able to make an online application from any job on the list\***  
*(LTEP/STEP/SEP = Long Term, Short Term and Seasonal Employment Permits)*

**LTEP - Pathway** is an incremental LTEP subject to meeting agreed conditions

Area of Employment	Job Title (indicative)	Brief Description	Formal Qualifications Needed (indicative)	Experience (indicative)	Permit
Accountancy	<b>Advisory</b> Partner / Director / Senior Manager	Senior role; strategic importance to business; management responsibility	Undergraduate degree; holds relevant professional qualification e.g. ACA; ACCA; ICAS; ICAI; SAICA; CPA; MBA; CFA; CIMA	5+ years' relevant experience	LTEP
Accountancy	<b>Audit</b> Partner / Director / Senior Manager	Senior role; strategic importance to business; management responsibility	Undergraduate degree; holds relevant professional qualification e.g. ACA; ACCA; ICAS; ICAI; SAICA; CPA	5+ years' relevant experience	LTEP
Accountancy	<b>In House</b> Financial Controller / Finance Director	Senior role; strategic importance to business; management responsibility	Undergraduate degree; holds relevant professional qualification e.g. ACA; ACCA; CPA	5+ years' relevant experience	LTEP
Accountancy	<b>In House</b> Finance Assistant	Junior / mid-level role	Holds or working towards relevant professional qualification e.g. ACA; ACCA; CPA	2+ years' employment experience <sup>†</sup>	STEP / SEP
Accountancy	<b>Restructuring</b> Partner / Director / Senior Manager	Senior role; strategic importance to business; management responsibility	Undergraduate degree; holds relevant professional qualification e.g. ACA; ACCA; ICAS; ICAI; SAICA; CPA; JIEB (Insolvency Practitioner)	5+ years' relevant experience	LTEP
Accountancy	<b>Tax</b> Partner / Director / Senior Manager	Senior role; strategic importance to business; management responsibility	Undergraduate degree; holds relevant professional qualification e.g. ACA; ACCA; ICAS; ICAI; SAICA; CPA; CTA	5+ years' relevant experience	LTEP
Accountancy	<b>Advisory</b> Manager / Associate	Junior / mid-level role	Undergraduate degree; holds relevant professional qualification e.g. ACA; ACCA; CPA	5+ years' relevant experience	LTEP
Accountancy	<b>Advisory</b> Assistant	Junior / mid-level role <b>on pathway to a senior role with a tangible plan in place</b>	Undergraduate degree; holds or is training towards relevant professional qualification e.g. ACA; ACCA; CPA	2+ years' relevant experience	LTEP - Pathway
Accountancy	<b>Audit</b> Manager / Associate	Junior / mid-level role	Undergraduate degree; holds relevant professional qualification e.g. ACA; ACCA; ICAS; ICAI; SAICA; CPA; MBA; CFA; CIMA	5+ years' relevant experience	LTEP
Accountancy	<b>Audit</b> Assistant	Junior / mid-level role <b>on pathway to a senior role with a tangible plan in place</b>	Undergraduate degree; holds or is training towards relevant professional qualification e.g. ACA; ACCA; ICAS; ICAI; SAICA; CPA; MBA; CFA; CIMA	2+ years' relevant experience	LTEP - Pathway
Accountancy	<b>Restructuring</b> Manager / Associate	Junior / mid-level role	Undergraduate degree; holds relevant professional qualification e.g. ACA; ACCA; ICAS; ICAI; SAICA; CPA; JIEB (Insolvency Practitioner)	5+ years' relevant experience	LTEP

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Accountancy	<b>Restructuring</b> Assistant	Junior / mid-level role <b>on pathway to a senior role with a tangible plan in place</b>	Undergraduate degree; holds or is training towards relevant professional qualification e.g. ACA; ACCA; ICAS; ICAI; SAICA; CPA; JIEB (Insolvency Practitioner)	2+ years' relevant experience	LTEP - Pathway
Accountancy	<b>Tax</b> Manager / Associate	Junior / mid-level role	Undergraduate degree; holds relevant professional qualification e.g. ACA; ACCA; ICAS; ICAI; SAICA; CPA; CTA	5+ years' relevant experience	LTEP
Accountancy	<b>Tax</b> Assistant	Junior / mid-level role <b>on pathway to a senior role with a tangible plan in place</b>	Undergraduate degree; holds or is training towards relevant professional qualification e.g. ACA; ACCA; ICAS; ICAI; SAICA; CPA; CTA	2+ years' relevant experience	LTEP
Actuarial Services (in an actuarial firm or in a business with actuarial services)	<b>Actuarial</b> Partner /Director / Assistant Director / Senior Manager	Senior role; strategic importance to business; management responsibility	Undergraduate degree; holds relevant professional qualification e.g. ACAS; FCAS; FIA or equivalent	5+ years' relevant experience	LTEP
Actuarial Services (in an actuarial firm or in a business with actuarial services)	<b>Actuarial</b> Manager / Associate	Junior / mid-level role	Undergraduate degree; holds relevant professional qualification e.g. ACAS; FCAS; FIA or equivalent	5+ years' relevant experience	LTEP
Actuarial Services (in an actuarial firm or in a business with actuarial services)	<b>Actuarial</b> Assistant	Junior / mid-level role <b>on pathway to a senior role with a tangible plan in place</b>	Undergraduate degree; holds or is training towards relevant professional qualification e.g. ACAS; FCAS; FIA or equivalent	2+ years' relevant experience	LTEP - Pathway
Banking (domestic)	<b>Domestic banking</b> Director / Assistant Director / Senior Manager	Senior role; strategic importance to business; management responsibility	Undergraduate degree; holds relevant professional qualification e.g. IFA	5+ years' relevant experience	LTEP
Banking (domestic)	<b>Domestic banking</b> Manager / Associate	Junior / mid-level role	Undergraduate degree; holds relevant professional qualification e.g. IFA	5+ years' relevant experience	LTEP
Banking (domestic)	<b>Domestic banking</b> Assistant	Junior / mid-level role <b>on pathway to a senior role with a tangible plan in place</b>	Undergraduate degree; holds or is training towards relevant professional qualification e.g. IFA	2+ years' relevant experience	LTEP - Pathway
Banking (international) (private wealth; investment; offshore funds; wealth structuring; captives)	<b>International banking</b> Director / Assistant Director / Senior Manager (inc. Senior Relationship Manager)	Senior role; strategic importance to business; management responsibility	Undergraduate degree; holds relevant professional qualification e.g. Investment Advice Diploma; PCIAM; CISIM Wealth Management; RDR	5+ years' relevant experience	LTEP
Banking (international) (private wealth; investment; offshore funds; wealth structuring; captives)	<b>International banking</b> Manager / Associate (inc. Relationship Manager)	Junior / mid-level role	Undergraduate degree; holds relevant professional qualification e.g. Advice Diploma; PCIAM; CISIM Wealth Management; RDR	5+ years' relevant experience	LTEP
Banking (international) (private wealth; investment; offshore funds; wealth structuring; captives)	<b>International banking</b> Assistant	Junior / mid-level role <b>on pathway to a senior role with a tangible plan in place</b>	Undergraduate degree; holds or is training towards relevant professional qualification e.g. Advice Diploma; PCIAM; CISIM Wealth Management; RDR	2+ years' relevant experience	LTEP - Pathway

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Boat building	<b>Boat building:</b> Electrical engineer / fitter		Time served	5+ years relevant experience	LTEP
Boat building	<b>Boat building:</b> Joiner		Time served	5+ years relevant experience	LTEP
Boat building	<b>Boat building:</b> Mechanical engineer / fitter		Time served	5+ years relevant experience	LTEP
Boat building	<b>Boat building:</b> Pattern maker		Time served	5+ years relevant experience	LTEP
Compliance / Risk	<b>Anti-Money Laundering (AML) / Compliance</b> Head / Director / Assistant Director	Senior role; strategic importance to business; management responsibility or on a formal senior management development programme	Undergraduate degree; holds relevant professional qualification e.g. ICSA, International Diploma in Compliance / AML	5+ years' relevant experience	LTEP
Compliance / Risk	<b>Risk: Security / IT</b> Director / Head of / Senior Manager	Senior role; strategic importance to business; management responsibility	Undergraduate degree; holds or is working towards relevant professional qualification	5+ years' relevant experience	LTEP
Compliance / Risk	<b>Anti-Money Laundering (AML) / Compliance</b> Compliance Officer	Junior / mid-level role	Undergraduate degree; holds relevant professional qualification e.g. ICSA, International Diploma in Compliance / AML	5+ years' relevant experience	LTEP
Compliance / Risk	<b>Anti-Money Laundering (AML) / Compliance</b> Assistant	Junior / mid-level role <b>on pathway to a senior role with a tangible plan in place</b>	Undergraduate degree; holds or is working towards relevant professional qualification e.g. ICSA, International Diploma in Compliance / AML	2+ years' relevant experience	LTEP - Pathway
Compliance / Risk	<b>Risk: Security / IT</b> Compliance Officer / Assistant	Junior / mid-level role	Undergraduate degree; holds relevant professional qualification	5+ years' relevant experience	LTEP
Compliance / Risk	<b>Risk: Security / IT</b> Compliance Assistant	Junior / mid-level role <b>on pathway to a senior role with a tangible plan in place</b>	Undergraduate degree; holds or is working towards relevant professional qualification	2+ years' relevant experience	LTEP - Pathway
Construction	Contracts Manager	Responsible for several simultaneous contracts; contact point for clients, site managers & contractors	Degree or Industry trained equivalent to Chartered standard e.g. CIOB	5+ years in a similar senior role	LTEP
Construction	Designer		Degree or Industry trained equivalent to Chartered standard e.g. RIBA	5+ years in a similar senior role	LTEP
Construction	Director	Senior management position in a large construction company	Degree or Industry trained equivalent to Chartered standard e.g. IoD or CMI	5+ years in a similar senior role	LTEP
Construction	Estimator		Degree or Industry trained equivalent to Chartered standard e.g. RICS	5+ years in a similar senior role	LTEP
Construction	Quantity Surveyor		Degree or Industry trained equivalent to Chartered standard e.g. RICS	5+ years in a similar senior role	LTEP
Construction	Site Manager	Overall responsibility for construction sites	Degree or CIOB/CITB awarded qualification.	5+ years in a similar senior role	LTEP

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Construction	Specialist Senior Manager		Degree or Industry trained equivalent to Chartered standard e.g. CIBSE	5+ years in a similar senior role	LTEP
Construction	Structural Engineer		Degree or Industry trained equivalent to Chartered standard e.g. MICE	5+ years in a similar senior role	LTEP
Construction	Assistant Surveyor		Higher National Certificate/ Diploma / CITB awarded qualification / Level 6 NVQ Diploma in Construction Contracting Operations Management / RICS	3+ years in a similar role	LTEP
Construction	Coded Welder	for specialist projects e.g. pressurised pipelines / pipes carrying carbon fuels	Certified to carry out specific job / weld configurations e.g. pipelines	3+ years in a similar role	LTEP
Construction	Finishing Foreman	Oversees the quality and timeliness of construction works	CITB awarded qualification	3+ years in a similar role	LTEP
Construction	Project Manager	Leads a team on high value projects	CIOB / CITB awarded qualification	3+ years in a similar role	LTEP
Construction	Setting Out Engineer	Main technical adviser on a construction site	Higher National Certificate / Diploma / CITB awarded qualification / Level 6 NVQ Diploma in Construction Contracting Operations Management	3+ years in a similar role	LTEP
Construction	Stonemason Foreman	Responsible for site supervision including health & safety and quality control	Time served craftsman	5+ years in a similar role	LTEP
Construction	Trade Foreman	Responsible for specific trade activity on construction sites	CITB awarded qualification	5+ years in a similar role	LTEP
Construction	Labourer	Contract-specific	None	2+ years' employment experience†	STEP / SEP
Construction	Small Works / Site / Engineer	Project / contract specific and duration limited to contract	Time served or city & guilds apprenticeship completed	2+ years' employment experience†	STEP / SEP
Construction	Stonemason	Specialist craftsman	Time served craftsman	2+ years' employment experience†	STEP / SEP
Construction	<b>Trades:</b> Electrician / Carpenter / Joiner / Plumber / Dryliner / Ceiling Fixer / Concrete Finisher / Ventilation Installer / Window fitter / Blocklayer / Roofer / Steel Fixer / Drainage / Plant Operative / Welder / Ground worker / Plasterer / Shuttering	Project / contract specific and duration limited to contract	Time served or city & guilds apprenticeship completed	2+ years' employment experience†	STEP / SEP

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Digital development / Creative	<b>Cyber Security Specialist</b> Director / Senior Manager / strategic	Specialist responsible for implementing Cyber Security systems; potentially developing a Cyber Security business. Sectors including E-Gambling	CCIE Cisco Certified Infrastructure Engineer qualification or similar	May manage a team; 5+ years' relevant experience	LTEP
Digital development / Creative	IT Infrastructure Consultant	Highly experienced IT Infrastructure specialists	CCIE Cisco Certified Infrastructure Engineer qualification or similar	8+ years relevant experience in this field	LTEP
Digital development / Creative	<b>IT Specialist</b> Director / Senior Manager	Experienced senior manager working in IT systems or Software project development, including E-Gambling	Appropriate relevant IT qualifications (specialism specific)	Managing a team; 5+ years relevant experience	LTEP
Digital development / Creative	Manager / Senior Business Analyst	Experienced business analyst; managers others; capable of taking a lead role in high profile projects	BCS International Diploma in Business Analysis / Certified Business Analysis Professional (CBAP)	5+ years relevant experience. Able to work on major projects.	LTEP
Digital development / Creative	Manager / Senior Communications Specialist	IT; Telecoms Specialists	Specific product or service related qualifications	5+ years relevant experience; a proven track record and experience	LTEP
Digital development / Creative	Manager / Senior Games Developer	2D/3D system engineers; Games Designers; Animation Software Developers; Shader Writers; e-Gambling games / manages others	Experience and ability rather than qualifications	5+ years relevant experience	LTEP
Digital development / Creative	Manager / Senior Software Developer; Coder	Experienced software developer / coder	Relevant computer science degree	5+ years relevant experience	LTEP
Digital development / Creative	Manager / Senior UX Designer	Experienced designers with 'User Experience' expertise in web design	NFTS MA; Experience and ability rather than qualifications	5+ years experience in this field and a proven track record and experience	LTEP
Digital development / Creative	Manager / Senior Video and Digital Producer (Production Company or similar)	Experienced producers of promotional video for use on web/TV	NFTS MA; Experience and ability rather than qualifications	5+ years experience in this field and a proven track record and experience	LTEP
Digital development / Creative	Manager / Senior Web Developer	Web Developer / Graphic Designer	Experience and ability rather than qualifications	5+ years relevant experience	LTEP
Digital development / Creative	Senior Project Manager (major projects with significant IT component)	Experienced project manager; Capable of taking the lead role on major, high profile projects. Sectors including E-Gambling	PMI Project Management Professional (PMP) / APM Project Management Qualification (PMQ) / Prince 2 Practitioner	5+ years relevant experience. Able to work on major projects.	LTEP
Digital development / Creative	Business Analyst	Experienced business analysts - all sectors	Certification of Capability in Business Analysis (CCBA)	3+ years relevant experience	LTEP
Digital development / Creative	Communications Specialist	IT; Telecoms Specialists	Specific product or service related qualifications	3+ years experience in this field and a proven track record and experience	LTEP

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Digital development / Creative	Games Developer	2D/3D system engineers; Games Designers; Animation Software Developers; Shader Writers / e-Gambling games	Experience and ability rather than qualifications	2+ years relevant experience	LTEP
Digital development / Creative	Project Manager	Experienced project managers	MAPM; Prince 2 Practitioner	3+ years relevant experience	LTEP
Digital development / Creative	Software Developer; Coder	Experienced software developer/coder	Relevant computer science degree	3+ years relevant experience	LTEP
Digital development / Creative	Video and Digital Producer (Production Company or similar)	Experienced producers of promotional video for use on the web and TV	NFTS MA; Experience and ability rather than qualifications	3+ years experience in this field and a proven track record and experience	LTEP
Digital development / Creative	Web Developer / on-line publisher / creative	Web Developer / Graphic Designers	Experience and ability rather than qualifications	3+ years relevant experience	LTEP
Education (Further Education)	Faculty Director / Programme Manager/Leader		Undergraduate degree; professional teaching qualification e.g. PGCE (FE); DTLLS; PG Cert	8+ years experience in a post-16 environment	LTEP
Education (Further Education)	Lecturer		Teaching qualification post-16 education sector e.g. Certificate in Education, PGCE (FE), DTLLS, PG Cert. / Graduate qualification in vocational area / professional qualification at a higher level	2+ years experience in a post-16 environment	LTEP
Education (Further Education)	Principal / Vice Principal		Undergraduate degree; professional teaching qualification e.g. PGCE; ITT; NPQH; NPQSL; NPQML	15+ years experience (Principal) 10+ years experience (VP) in a post-16 environment	LTEP
Education (Music Service)	<b>Head of Music Service / Woodwind / Strings</b>	Senior manager, responsibility for strategic service development and all-age/ability teaching	Undergraduate degree in music; relevant instrument(s) playing skills at diploma level	5+ years experience and experience directing & rehearsing ensembles	LTEP
Education (Music Service)	Teacher (Music service)	All-age/ability teaching	Undergraduate degree in music / relevant instrument(s) playing skills at diploma level	Experience directing & rehearsing ensembles	LTEP
Education (Primary)	Headteacher / Deputy Headteacher / Assistant Headteacher	Strategic leadership role	Undergraduate degree; professional teaching qualification e.g. PGCE; ITT; NPQH; NPQSL; NPQML	15+ years experience (Head) 10+ years experience (Deputy) 8+ years experience (Assistant)	LTEP
Education (Primary)	Class Teacher		Undergraduate degree; professional teaching qualification e.g. PGCE; ITT	2+ years experience	LTEP
Education (Secondary)	Head of Work Related Learning / Careers		Undergraduate degree; professional teaching qualification e.g. PGCE; ITT	5+ years experience	LTEP
Education (Secondary)	Headteacher / Deputy Headteacher / Assistant Headteacher	Strategic leadership role	Undergraduate degree; professional teaching qualification e.g. PGCE; ITT; NPQH; NPQSL; NPQML	15+ years experience (Head) 10+ years experience (Deputy) 8+ years experience (Assistant)	LTEP

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Education (Secondary)	Sixth Form Director / Assistant Sixth Form Director / Sixth Form Manager / IB Co-Ordinator	Strategic leadership role	Undergraduate degree; professional teaching qualification e.g. PGCE; ITT; NPQH; NPQSL; NPQML	5+ years experience	LTEP
Education (Secondary)	Class Teacher		Undergraduate degree; professional teaching qualification e.g. PGCE; ITT	2+ years experience	LTEP
Education (Services)	Education Development Officers	Provide advice, support, monitoring & challenge to schools & education services to promote continuous educational improvements	Honours degree; QTLS	10+ years experience	LTEP
Education (Services)	Educational Psychologist		Honours degree in Psychology; recognised qualification in professional Educational Psychology; British Psychological Society Chartered status	1+ years experience	LTEP
Education (Services)	Head of Careers Service	Strategic leadership role	Undergraduate degree; career guidance/development qualification	10+ years experience	LTEP
Education (Services)	<b>Head of Service</b> Communication and Autism / Hearing Impairment / Vision Impairment	Strategic & operational responsibility for service area	Honours degree; QTLS; advanced qualification in specialist area	10+ years experience	LTEP
Education (Services)	Principal Education Psychologist	Strategic & operational responsibility for service area	Honours degree in Psychology; recognised qualification in professional Educational Psychology; British Psychological Society Chartered status	5+ years experience	LTEP
Education (Services)	Careers Advisor		Career guidance/development qualification	1+ years experience	LTEP
Education (Special Educational Needs)	Behaviour Coordinator (BECO)		Undergraduate degree; professional teaching qualification e.g. PGCE; ITT	5+ years experience	LTEP
Education (Special Educational Needs)	<b>Consultant</b> Primary / Secondary	Senior teacher in an SEBD / SEN setting	Undergraduate degree; professional teaching qualification e.g. PGCE; ITT	8+ years experience; including 4+ in an SEBD setting	LTEP
Education (Special Educational Needs)	Headteacher/ Executive Headteacher Deputy Headteacher		Undergraduate degree; professional teaching qualification e.g. PGCE; ITT; NPQH; NPQSL; NPQML	15+ years experience (Head) 10+ years experience (Executive/Deputy)	LTEP
Education (Special Educational Needs)	Special Educational Needs Coordinator (SENCO)		Undergraduate degree; professional teaching qualification e.g. PGCE; ITT	5+ years experience	LTEP
Education (Special Educational Needs)	Teacher in an SEN/SEBD setting		Undergraduate degree; professional teaching qualification e.g. PGCE; ITT	2+ years' experience	LTEP
Education (Special Educational Needs)	SEN Learning Support Assistant		Foundation Degree or Level 5 equivalent	2+ years' employment experience†	STEP / SEP

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E-Gambling	E-Gambling Director / Senior Management	Senior management position; may be an equity holder; responsible for maintaining existing and developing a new business, managing and developing the skills of a team.	Experience and ability rather than qualifications	Senior management experience normally in eGambling generally or in an eGambling support function.	LTEP
E-Gambling	Business Analytics / data mining	Big Data, data mining of large quantity of data on customer activities, preferences, in sectors including E-Gambling	Experience and ability rather than qualifications	3+ years experience of gambling business analysis and/or managing a business analysis team	LTEP
E-Gambling	<b>E-gambling</b> Anti Fraud / Payment Handling	Experienced anti-fraud/payment handling managers experienced in E-Gambling	Experience and ability rather than qualifications	5+ years experience of anti fraud / payment handling in a gambling environment and/or managing an anti fraud / payment handling team.	LTEP
E-Gambling	<b>E-gambling</b> Customer Relationship Manager	Experienced CRM; preferably in E-Gambling	Experience and ability rather than qualifications	5+ years experience leading a team dealing with general customers (e.g. at a "call centre") or on a one to one basis with key clients	LTEP
E-Gambling	Responsible Gambling / AML / CFT	Regulatory role in an e-Gambling business	Experience and ability rather than qualifications	5+ years relevant industry experience	LTEP
Facilities / Utilities	Business Intelligence Analyst (Utilities / services sector)	Responsibility for the provision of business intelligence to the business in line with the strategy of the Business Intelligence Team	Relevant undergraduate degree	5+ years relevant analytical experience	LTEP
Facilities / Utilities	Chief Executive Officer (utilities)	Reports to board directors; responsible for the delivery of the financial and operational targets	Relevant Masters Degree	10+ years utility-based senior management experience	LTEP
Facilities / Utilities	Head of Product (utilities)	Responsible for developing and implementing Product strategies and solutions	Relevant undergraduate degree	10+ years relevant experience	LTEP
Facilities / Utilities	Head of Facilities (Utilities / business with extensive property portfolio)	Manages the day to day activities of the Procurement, Logistics and Facilities, responsible for the procurement, storage, supply and distribution of all supplies in support of the business	Membership of relevant professional body e.g. BIFM	5+ years experience in a similar procurement, supply chain and/or facilities management environment.	LTEP



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Facilities / Utilities	Senior Engineers in a trade e.g. Lifts, Building Management Systems (BMS), telecoms, air conditioning, specific motor trades, security specialist; gas; electrical; production; plant; satellite; etc.	Servicing, repairing and diagnosing faults, etc.	Formal qualifications relevant to specific trade	2+ years relevant experience	LTEP
Facilities / Utilities	Soft Services Divisional head	Senior manager responsibility for services division delivery	BICSc licence to practice (LTP) and demonstrate time served in industry. Competent Bi-lingual in both language and writing.	8 years minimum in services sector and management level	LTEP
Facilities / Utilities	Soft Services Divisional Assistant Manager	Assistant manager responsibility for services division delivery	BICSc licence to practice (LTP) and demonstrate time served in industry. Competent Bi-lingual in both language and writing.	5 years minimum in services sector and management level	LTEP
Facilities / Utilities	Soft Service supervisor / manager	Manages day to day operations in soft services sector	BICSc licence to practice (LTP) and demonstrate time served in industry. Competent Bi-lingual in both language and writing.	5+ years relevant supervisory/managerial experience within the soft services sector	LTEP
Facilities / Utilities	Cleaning Operative	Cleaner of domestic & commercial premises	N/A	2+ years' employment experience†	STEP / SEP
Facilities / Utilities	Laundry Assistant	Laundry assistant in & commercial premises	N/A	2+ years' employment experience†	STEP / SEP
Facilities / Utilities	Production Assistant / Machine Operator	Manufacturing	N/A	2+ years' employment experience†	STEP / SEP
Facilities / Utilities	Recycling Operative / Yard Hand	Waste / recycling separation / sorting in a commercial setting / sorting plant operator	N/A	2+ years' employment experience†	STEP / SEP
Fiduciary Services (including trust and corporate service providers)	<b>Fiduciary Services</b> Director / Assistant / Director	Senior role; strategic importance to business; management responsibility	Undergraduate degree; holds relevant professional qualification e.g. STEP / SEP Certificate or Diploma; ICSA; ACCA; CIMA; ACA	5+ years' relevant experience	LTEP
Fiduciary Services (including trust and corporate service providers)	<b>Fiduciary Services</b> Manager / Associate	Junior / mid-level role	Undergraduate degree; holds relevant professional qualification e.g. STEP / SEP Certificate or Diploma; ICSA; ACCA; CIMA; ACA	5+ years' relevant experience	LTEP
Fiduciary Services (including trust and corporate service providers)	<b>Fiduciary Services</b> Officer / Assistant	Junior / mid-level role <b>on pathway to a senior role with a tangible plan in place</b>	Undergraduate degree; holds or is training towards relevant professional qualification e.g. STEP / SEP Certificate or Diploma; ICSA; ACCA; CIMA; ACA	2+ years' relevant experience	LTEP - Pathway
Fund Services (fund management & administration including private equity; investments; securities; custodianship; stockbroking)	<b>Fund Services</b> Director / Assistant / Director / Senior Manager	Senior role; strategic importance to business; management responsibility	Undergraduate degree; holds relevant professional qualification e.g. ICSA	5+ years' relevant experience	LTEP

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Fund Services (fund management & administration including private equity; investments; securities; custodianship; stockbroking)	<b>Investment Consultants / Management Director / Assistant / Director / Senior Manager</b>	Senior role; strategic importance to business; management responsibility	Undergraduate degree; holds relevant professional qualification e.g. IMC; ACA; ACCA; CPA	5+ years' relevant experience	LTEP
Fund Services (fund management & administration including private equity; investments; securities; custodianship; stockbroking)	<b>Fund Services Associate</b>	Junior role	Undergraduate degree; holds relevant professional qualification e.g. ICSA	3+ years' relevant experience	LTEP
Fund Services (fund management & administration including private equity; investments; securities; custodianship; stockbroking)	<b>Fund Services Assistant</b>	Junior role <b>on pathway to a senior role with a tangible plan in place</b>	Undergraduate degree; holds or is training towards relevant professional qualification e.g. ICSA	2+ years' relevant experience	LTEP - Pathway
Fund Services (fund management & administration including private equity; investments; securities; custodianship; stockbroking)	<b>Investment Consultants / Management Manager / Associate</b>	Junior / mid-level role	Undergraduate degree; holds relevant professional qualification e.g. IMC; ACA; ACCA; CPA	5+ years' relevant experience	LTEP
Fund Services (fund management & administration including private equity; investments; securities; custodianship; stockbroking)	<b>Investment Consultants / Management Assistant</b>	Junior / mid-level role <b>on pathway to a senior role with a tangible plan in place</b>	Undergraduate degree; holds or is training towards relevant professional qualification e.g. IMC; ACA; ACCA; CPA	2+ years relevant experience	LTEP - Pathway

Health & Social Care	Regulated Health Professional (Art Therapist / Dentist / General Practitioner / Consultant / Biomedical Scientist / Chiropodist / Chiropractor / Dental Hygienist / Dental Nurse / Dental Technician / Dietitian / Health Visitor / Hearing Aid Dispenser / Midwife / Nurse / Occupational Therapist / Operating Department Practitioner / Orthoptist / Osteopath / Paramedic / Pharmacist / Pharmacy Technician / Physiotherapist / Prosthetists / Psychologist / Radiographer / Social Worker / Speech & Language Therapist)		Relevant professional registration (e.g. GMC, NMC, HCPC)	Must be a national not on the <a href="#">'WHO Health Workforce Support and Safeguards List'</a>	LTEP
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Area of Employment	Job Title (indicative)	Brief Description	Formal Qualifications Needed (indicative)	Experience (indicative)	Permit
Health & Social Care	Audiological Scientist (Band 8a)	Working in a registered setting; line management of Assistant Audiologist	BSc (Hons) Audiology level (or equivalent) with evidence of M level study and continuous professional development; professional registration (RCCP / HCPC) / BSA / BAA membership	3+ years' relevant experience and must be a national not on the <a href="#">'WHO Health Workforce Support and Safeguards List'</a>	LTEP
Health & Social Care	Clinical Physiologist	Working in a registered setting; supervises unregistered and newly qualified staff	Relevant degree; RCCP registration	2+ years relevant experience and must be a national not on the <a href="#">'WHO Health Workforce Support and Safeguards List'</a>	LTEP
Health & Social Care	<b>Health / Social Care Service Director / Assistant Director</b>	Manages a group of health / social care services	Relevant Masters degree; management qualification; relevant professional registration	5+ years' relevant experience and must be a national not on the <a href="#">'WHO Health Workforce Support and Safeguards List'</a>	LTEP
Health & Social Care	Positive Behaviour Analyst - package of care/support for people with recognised behavioural / learning difficulties and their families	Working in a registered setting; supervises unregistered and newly qualified staff	Relevant degree; BACB registration	2+ years relevant experience and must be a national not on the <a href="#">'WHO Health Workforce Support and Safeguards List'</a>	LTEP
Health & Social Care	Psychological Therapist	Working in a registered setting; supervises unregistered and newly qualified staff	Relevant degree; HCPC registration	2+ years relevant experience and must be a national not on the <a href="#">'WHO Health Workforce Support and Safeguards List'</a>	LTEP
Health & Social Care	<b>Residential / Nursing Home Assistant Practitioner</b>	Working in a registered setting; supervises staff / accountable for care home standards compliance	Overseas Nursing Registration / Level 4 VQ or equivalent	2+ years' relevant experience** and must be a national not on the <a href="#">'WHO Health Workforce Support and Safeguards List'</a>	LTEP
Health & Social Care	<b>Residential / Nursing Home Healthcare Assistant (HCA)</b>	<b>In a residential setting:</b> Team leader responsible for supervising carers and ensuring plans of care are followed; Responsible for development of staff / supervision of students / accountable for ordering and assessments of essential healthcare products for residents. <b>In a hospital / community setting:</b> responsible for assessing, developing, implementing and evaluating programmes of care.	Holds VQ Level 3 or equivalent	3+ years' relevant experience** and must be a national not on the <a href="#">'WHO Health Workforce Support and Safeguards List'</a>	LTEP

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Health & Social Care	<b>Residential / Nursing Home</b> Senior Carer	Working in a registered setting; responsible for supervising Carers and ensuring plans of care are followed and reported / oversees and undertakes completion of documentation detailing all aspects of care in the home	Holds VQ Level 2 or equivalent	2+ years relevant experience** and must be a national not on the <a href="#">'WHO Health Workforce Support and Safeguards List'</a>	LTEP
Health & Social Care	<b>Residential / Respite / Community</b> Support Worker	Support for adults or children in residential care or in a community setting. Responsible for assessing, developing, implementing and evaluating programmes of care.	Holds VQ Level 3 or equivalent	2+ years relevant experience** and must be a national not on the <a href="#">'WHO Health Workforce Support and Safeguards List'</a>	LTEP
Health & Social Care	Psychological Wellbeing Practitioner	Working in a registered setting; supervises unregistered and newly qualified staff	BTech or VQ Level 3	2+ years relevant experience and must be a national not on the <a href="#">'WHO Health Workforce Support and Safeguards List'</a>	LTEP
Health & Social Care	<b>Residential / Nursing Home</b> Carers	Working in a registered setting; responsible for carrying out plans of care; key worker for at least two Residents	Holds or working towards Care Certificate	2+ years' employment† experience** and must be a national not on the <a href="#">'WHO Health Workforce Support and Safeguards List'</a>	STEP / SEP
Health & Social Care	Live-in Carer	Must be working for a registered/established business providing live-in care services.	Holds or working towards Care Certificate	2+ years' employment† experience** and must be a national not on the <a href="#">'WHO Health Workforce Support and Safeguards List'</a>	STEP / SEP
Health & Social Care	<b>Residential / Nursing Home / Hospital</b> Domestic Supervisors / Assistants / Catering Assistants / Housekeeping	Working in a registered setting;	Food Hygiene Certificate; Infection Control Training	2+ years' employment experience†	STEP / SEP
Horticulture / Agriculture	Foreman / Senior Supervisor Production / Dispatch	Supervisor / trainer of a team of horticultural / agricultural workers; skilled at identifying crop / animal-related issues; manages productivity levels	Works to audited standard (ISO or similar); Bi-lingual	5+ years experience in 4+ crop / animal types / significant plant / animal health & variety knowledge	LTEP
Horticulture / Agriculture	Veterinary Surgeon		Relevant degree; RCVS registration	3+ years experience	LTEP
Horticulture / Agriculture	Veterinary Nurse		Relevant degree; RCVS registration	3+ years experience	LTEP
Horticulture / Agriculture	Agricultural Worker	Operative working in agricultural setting	N/A	2+ years' employment experience†	STEP / SEP

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Horticulture / Agriculture	Gardener / landscape gardener	Working for established business	N/A	2+ years' employment experience†	STEP / SEP
Horticulture / Agriculture	Horticultural Worker / Nursery Production Assistant	Operative working in horticultural setting	N/A	2+ years employment experience†	STEP / SEP
Hospitality	Assistant Manager Hotel / Assistant Manager Restaurant or Bar / Assistant Manager Public House or Bar	A senior hospitality professional, with responsibility for the entire operating business in the managers absence	Institute of Hospitality professional qualification / Higher National Certificate / Higher National Diploma	Qualification and 1+ years experience in a similar role <b>or</b> 2+ years experience in a similar role and 2+ years experience in the hospitality sector	LTEP
Hospitality	Executive Head Chef	A senior kitchen professional employed to run/head up multiple catering offers in very large establishments, or a number of sites in a business which operates multiple businesses. This position would normally have a number of head chefs reporting to it	City & Guilds Level 3 Advanced Professional Cookery / City & Guilds 706-1 & 706-2 / Level 3 Food Hygiene Cert (or working towards) / <b>or</b> time served chef / <b>and</b> Level 3 Food Hygiene Cert (or working towards)	Qualification and 2+ years experience in a similar role and 8+ years experience in various chef kitchen roles, including 4+ years at head chef level <b>or</b> no qualification and 15+ years kitchen experience, 5+ as head chef	LTEP
Hospitality	Executive Housekeeper / Head Housekeeper	A senior hospitality professional responsible for the management of the servicing of guest accommodation, or the management of a staff accommodation block	N/A	5+ years experience in related roles, including 3+ years in similar role	LTEP
Hospitality	Food & Beverage Manager	A senior hospitality professional with responsibility for the food & beverage areas within a hotel or event complex, including the kitchen	Institute of Hospitality professional qualification / Higher National Certificate / Higher National Diploma	Qualification and 1+ years experience in a similar role <b>or</b> 2+ years experience in a similar role and 2+ years experience in the hospitality sector	LTEP
Hospitality	Front of House Manager / Reception Manager / Head Receptionist	A senior hospitality professional who is responsible for the management of all aspects of the reception department of a hotel	Bailiwick Ambassador Accreditation (or working towards)	4+ years experience in a reception role, including 2+ years experience in similar role	LTEP
Hospitality	General Manager Hotel / General Manager Restaurant or Bar / General Manger Public House or Bar	A senior hospitality professional with responsibility for the entire operating business	Institute of Hospitality professional qualification / Higher National Certificate / Higher National Diploma	Qualification and 2+ years experience in a similar role <b>or</b> 3+ years experience in a similar role and 3+ years experience in the hospitality sector	LTEP

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Hospitality	Guest Services Manager	A senior hospitality professional with responsibility for overseeing a concierge team and the provision of general guest services	University, College or City and Guilds hospitality qualification, or equivalent, or time served in a similar position	Qualification and 1+ years in a similar position in the hospitality sector. Or no qualification and 3+ years in a similar position in the hospitality sector.	LTEP
Hospitality	Head Chef <a href="#">(excludes Retail Class Use 12)</a>	A senior kitchen professional employed to run/head up a commercial kitchen	City & Guilds Level 3 Advanced Professional Cookery / City & Guilds 706-1 & 706-2 / <b>or</b> time served chef / <b>and</b> Level 2 Food Hygiene Cert (or working towards)	Qualification and 2+ years experience in a similar role and 4+ years experience in various chef kitchen roles <b>or</b> no qualification and 8+ years kitchen experience, 3+ as head chef	LTEP
Hospitality	Night Manager	A senior hospitality professional with responsibility for the premises, guest safety and security overnight and for overseeing a night team	N/A	3+ years experience in related roles, including 2 years in similar role	LTEP
Hospitality	Reservations Manager / Revenue Manager	A senior hospitality professional who is responsible for the management of all room reservations, normally within a large hotel business	N/A	4+ years experience in a related role, including 2+ years in a similar role	LTEP
Hospitality	Senior Sous Chef / Sous Chef / Second Chef <a href="#">(excludes Retail Class Use 12)</a>	A senior kitchen professional employed as a deputy to a head chef, capable of covering the head chef role and assisting with training of more junior chef roles.	City & Guilds Level 3 Advanced Professional Cookery / City & Guilds 706-1 & 706-2 / <b>or</b> time served chef / <b>and</b> Level 2 Food Hygiene Cert (or working towards)	Qualification and 2+ years experience in a similar role and 4+ years experience in various chef kitchen roles <b>or</b> no qualification and 4+ years kitchen experience, 2+ in similar role	LTEP
Hospitality	Assistant Head Housekeeper	A senior hospitality professional responsible for the management of the servicing of guest accommodation, in the absence of the department manager	N/A	5+ years experience in related roles, including 3+ years in similar role	LTEP

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Hospitality	Bar Manager	A hospitality professional with responsibility for running a bar within a hotel or other larger business	Institute of Hospitality professional qualification / Higher National Certificate / Higher National Diploma / <b>or</b> time served bar manager	Qualification and 1+ years experience in a similar role and 1+ years experience in the hospitality sector <b>or</b> no qualification and 1+ years experience in a similar role and 2+ years experience in the hospitality sector	LTEP
Hospitality	Cocktail Bar Tender	A hospitality bar professional who specialises in the production and service of cocktails	City & Guilds Professional Bartending (Cocktails) / <b>or</b> time served cocktail bar tender	2+ years' employment experience†	STEP / SEP
Hospitality	Conference & Events Sales / Operations Manager	A senior hospitality professional responsible for the booking and booking management or operational execution of conferences, events, banquets and other functions	N/A	4+ years experience in related roles including 2+ years in similar role	LTEP
Hospitality	Junior Sous Chef / Senior Chef de Partie / Chef de Partie <a href="#">(excludes Retail Class Use 12)</a>	A kitchen professional	City & Guilds Level 3 Advanced Professional Cookery / City & Guilds 706-1 & 706-2 / <b>or</b> time served chef / <b>and</b> Level 2 Food Hygiene Cert (or working towards)	Qualification and 3+ years experience various chef kitchen roles <b>or</b> no qualification and 4+ years kitchen experience, 1+ in similar role	LTEP
Hospitality	Pastry Chef <a href="#">(excludes Retail Class Use 12)</a>	A hospitality kitchen professional specialising in the pastry section	City & Guilds Level 3 Advanced Professional Cookery & City & Guilds (minimum Level 2) Patisserie & Confectionery / <b>or</b> time served pastry chef / <b>and</b> Level 2 Food Hygiene Cert (or working towards)	Qualification and 2+ years experience in patisserie role <b>or</b> no qualification and 5+ years kitchen experience, 2+ in similar role	LTEP
Hospitality	Receptionist / Spa Receptionist	A hospitality professional who provides a principle point of contact for guests, with experience in guest check in/check out, room reservations and guest service and satisfaction	Bailiwick Ambassador Accreditation (or working towards)	2+ years' employment experience†	STEP / SEP

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Hospitality	Restaurant Manager	A hospitality professional with responsibility for running a restaurant within a hotel or other larger business	Institute of Hospitality professional qualification / Higher National Certificate / Higher National Diploma / <b>or</b> time served restaurant manager	Qualification and 1+ years experience in a similar role and 1+ years experience in the hospitality sector <b>or</b> no qualification and 1+ years experience in a similar role and 2+ years experience in the hospitality sector	LTEP
Hospitality	Spa Manager	A senior hospitality professional who is responsible for the management of all aspects of a hotel or stand alone Spa\Wellness Centre	City & Guilds Level 3 Diploma in Body & Spa Therapy	4+ years experience in a related role, including 2+ years experience in Body & Spa Therapy roles	LTEP
Hospitality	Spa Therapist / Beautician	Provides therapies and treatments within a Spa/Wellness Centre	City & Guilds Level 3 Diploma in Body & Spa Therapy	2+ years' employment experience†	STEP / SEP
Hospitality	Apprentice Chef	Trainee chef, likely to be attending part-time college course	Level 2 Food Hygiene Cert (or working towards)	2+ years' employment experience†	STEP / SEP
Hospitality	Bar & Waiting Staff	Flexible position as bar person or as waiting staff, depending on the needs of the business	N/A	2+ years' employment experience†	STEP / SEP
Hospitality	Bar / Restaurant Supervisor	Supervises the service of food and drinks to a customer	N/A	2+ years' employment experience†	STEP / SEP
Hospitality	Bar Person	Provides service of drinks to a customer	N/A	2+ years' employment experience†	STEP / SEP
Hospitality	Barista	Produces and serves coffee and related products	N/A	2+ years' employment experience†	STEP / SEP
Hospitality	Breakfast Chef	A hospitality kitchen professional	Level 2 Food Hygiene Cert (or working towards)	2+ years' employment experience†	STEP / SEP
Hospitality	Cleaner	Cleans both public and back of house areas	N/A	2+ years' employment experience†	STEP / SEP
Hospitality	Commis Chef	A hospitality kitchen professional	Level 2 Food Hygiene Cert (or working towards)	2+ years' employment experience†	STEP / SEP
Hospitality	Concierge / Hall Porter (may include driver duties)	An employee providing guest portering and driver services	N/A	2+ years' employment experience†	STEP / SEP
Hospitality	Counter Assistant / Cook & Counter Assistant	Provides production and/or service of food and drinks to customers in a café / tearoom / takeaway	Assistant - N/A Cook - Level 2 Food Hygiene Cert (or working towards)	2+ years' employment experience†	STEP / SEP
Hospitality	Head Concierge / Head Porter	Professional responsible for the porters department	N/A	2+ years' employment experience†	STEP / SEP
Hospitality	Junior Chef de Partie	A hospitality kitchen professional	Level 2 Food Hygiene Cert (or working towards)	2+ years' employment experience†	STEP / SEP
Hospitality	Kitchen Assistant	Provides basic kitchen task support to the chef team, may also part cover Kitchen Porter duties	Level 2 Food Hygiene Cert (or working towards)	2+ years' employment experience†	STEP / SEP



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Hospitality	Kitchen Porter	Provides pot wash and general portering duties in a kitchen	Level 2 Food Hygiene Cert (or working towards)	2+ years' employment experience†	STEP / SEP
Hospitality	Night Porter	Responsibility for the premises and guest safety and security overnight	N/A	2+ years' employment experience†	STEP / SEP
Hospitality	Room Attendant / Chambermaid	Services guest accommodation	N/A	2+ years' employment experience†	STEP / SEP
Hospitality	Waiting Staff / Waiter / Waitress	Provides service of food and drinks direct to customer, or at customers' table	N/A	2+ years' employment experience†	STEP / SEP
Hospitality	Handyman / Maintenance Person	Carries out maintenance tasks	N/A	2+ years' employment experience†	STEP / SEP
Hospitality	Laundry Operative / Linen Porter	operates laundering, drying & pressing equipment / replenishes linen stores	N/A	2+ years' employment experience†	STEP / SEP
Hospitality	Tour Guide / Interpreter		Bi-lingual; Level 2+ Institute of Tourist Guiding	2+ years' employment experience†	STEP / SEP
Insurance Services (insurance company management; insurance broker; commercial insurance; reinsurance)	<b>Insurance:</b> Director / Senior Manager	Senior role; strategic importance to business; management responsibility	Undergraduate degree; holds professional qualification e.g. ACII; CMIRM	5+ years' relevant experience	LTEP
Insurance Services (insurance company management; insurance broker; commercial insurance; reinsurance)	<b>Insurance:</b> Client Manager	Responsible for providing and advising on insurance service to a client portfolio	Undergraduate degree; holds professional qualification e.g. ACII; CMIRM	3+ years' relevant experience	LTEP
Journalism	Broadcast Journalist	Mid-level role	Undergraduate degree, holds relevant professional qualification	Qualification and 2 + years' experience in similar role	LTEP
Journalism	Digital Journalist	Mid-level role	Undergraduate degree, holds relevant professional qualification	Qualification and 2 + years' experience in similar role	LTEP
Journalism	Video Journalist	Mid-level broadcasting role	Undergraduate degree, holds relevant professional qualification	Qualification and 2 + years' experience in similar role	LTEP
Journalism	Broadcast Assistant	Junior role	None required	2+ years' employment experience†	STEP / SEP
Law Enforcement	<b>Detective Sergeant / Constable</b> Economic Crime		Completion of Probationary Police Constable training / professional or recognised financial services qualification	5+ years' experience investigating money laundering / financial crime cases; experience of working in the financial services sector	LTEP
Law Enforcement	Forensic Support Manager		Completion of extensive Scenes of Crime Forensic Training Programme; Accreditation as a Crime Scene Manager; Expert Witness status	4+ years' experience managing forensic science budgets and a team of specialist investigators	LTEP

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Law Enforcement	Hi-Tech Crime Investigator		Completion of Probationary Police Constable / GBA Officer training, Foundation course in Forensic computing; vendor specific courses for EnCase and Access Data FTK, hi-tech Managers course	Proven Hi-Tech crime investigative experience; thorough understanding of numerous operative system platforms and hardware infrastructure used in computer based technology	LTEP
Law Enforcement	Probation Officer	Operational level with responsibility for supervising offenders	Relevant professional qualification (degree level Diploma. SW Probation Qualification, or CQSW)	5+ years' relevant experience	LTEP
Law Enforcement	Dedicated Financial / Asset Recovery / Economic Crime Investigator		Experience of financial services, supported by professional or industry recognised qualifications / previous experience within Law Enforcement / Experience of Asset recovery and confiscation	4+ years experience in investigation of money laundering / financial crime; experience of working in the financial services sector; experience and knowledge of asset tracing, confiscation; able to utilise proceeds of crime / civil forfeiture legislation	LTEP
Law Enforcement	Police Constable / Sergeant		Completion of Probationary Police Constable training	5+ years' relevant experience	LTEP
Legal Services	<b>In House:</b> Head of Legal / Legal Director	Senior role; strategic importance to business; management responsibility	Advocate of Royal Court / Solicitor or Barrister in England and Wales, Scotland, Northern Ireland or equivalent from Commonwealth jurisdiction; Professional membership of Law Society of England and Wales or Society of England and Wales or equivalent body	5+ years' relevant experience	LTEP
Legal Services	<b>Law Firm:</b> Partner / Group Partner / Counsel / Managing Associate / Senior Associate	Senior role; strategic importance to business; management responsibility	Advocate of Royal Court / Solicitor or Barrister in England and Wales, Scotland, Northern Ireland or equivalent from Commonwealth jurisdiction; Professional membership of Law Society of England and Wales or Society of England and Wales or equivalent body	5+ years' relevant experience	LTEP

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Legal Services	<b>In House:</b> Counsel / Lawyer / Legal Assistant	Junior / mid-level role	Advocate of Royal Court / Solicitor or Barrister in England and Wales, Scotland, Northern Ireland or equivalent from Commonwealth jurisdiction; Professional membership of Law Society of England and Wales or Society of England and Wales or equivalent body	N/A	LTEP
Legal Services	<b>Law Firm:</b> Associate / Assistant	Junior / mid-level role	Advocate of Royal Court / Solicitor or Barrister in England and Wales, Scotland, Northern Ireland or equivalent from Commonwealth jurisdiction; Professional membership of Law Society of England and Wales or Society of England and Wales or equivalent body	N/A	LTEP
Legal Services	<b>Law Firm:</b> Trainee Solicitor Programme		Acceptance to a Trainee Solicitor Programme operating to standards set by the Solicitors Regulation Authority.	N/A	LTEP - Pathway
Marketing & Sales Manager	Manager	Staff who have experience and/or expertise in all or some of the full spectrum of marketing channels exploited by eGambling to maintain existing and develop new business and train up local staff and/or experience in Affiliate Management (a marketing arrangement by which an operator pays commission to an external website for traffic or sales generated from its referrals) and which could require specialist country and/or language expertise.		3+ years online eGambling experience at Management level and a proven track record of developing business.	LTEP
Marketing / Product	Director / Senior Manager international supply chain / warehousing	Strategic responsibility for product storage / distribution	Relevant professional body membership / qualification	8+ years relevant experience in an international business	LTEP
Marketing / Product	Director / Senior Manager Product / Development	Strategic responsibility for product development and merchandising	Relevant professional body membership / qualification - Chartered Institute of Purchasing	8+ years relevant experience in an international business	LTEP

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Marketing / Product	Director Marketing / Sales	Strategic & overall responsibility for marketing and sales in a large business distributing beyond Guernsey	Qualified by experience	8+ years relevant experience	LTEP
Marketing / Product	Senior Manager Product / Development	Strategic responsibility for product development, marketing and business growth	8 years minimum relevant experience in marketing, business development and client relationship or CIM Diploma in professional marketing	8 years minimum in services sector and management level	LTEP
Marketing / Product	Manager Marketing / Sales	Senior sales executive in a business distributing beyond Guernsey	Qualified by experience	3+ years relevant experience	LTEP
Marketing / Product	Product Development Specialist	Specialist overseeing product design / development	Relevant degree and professional body membership / qualification	3+ years relevant experience	LTEP
Marketing / Product	Purchasing / Procurement Manager	Negotiates with multiple international suppliers	Professional membership of the Chartered Institute of Purchasing	5+ years relevant international experience	LTEP
Marketing / Product	Senior Manager, retail / customer services	Responsibility for customer experience and complaints resolution across multiple retail outlets	Relevant professional body membership / qualification	5+ years relevant international experience	LTEP
Planning	Planning / Building Control Officer		Member of Royal Town Planning Institute (RTPI) / Royal Institute of Chartered Surveyors (RICS)	5+ years' relevant experience	LTEP
Retail / Warehouse	Country / Regional Managing Director	Strategic & overall responsibility for managing multiple retail outlets	Relevant professional body membership / qualification	8+ years relevant experience in an international business	LTEP
Retail / Warehouse	Retail store supervisor / assistant manager / trainer	Delivery of Specialist Services, staff management to large retail store	Level 3 professional qualification or equivalent / ILM Certification / technical skills specific to role	5+ years relevant experience	LTEP
Retail / Warehouse	Store \ Branch Managers (retail generic)	accountable for high level management of retail stores / branches	Level 5 Professional qualification, ILM diploma or equivalent	5+ years relevant experience	LTEP
Retail / Warehouse	General Sales Assistant (retail)	Working for established business / brand	N/A	2+ years' employment experience†	STEP / SEP
Retail / Warehouse	Shop fitter	Retail premises refurbishment	N/A	2+ years' employment experience†	STEP / SEP
Retail / Warehouse	Warehouse Dispatch Operator / Stock Processor	Operative working in warehouse dispatch	N/A	2+ years' employment experience†	STEP / SEP

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Retail / Warehouse	Senior Managers (retail generic)	Senior Manager to manage and develop entire operational business.	Technical skills specific to role applied for, Level 6 Professional qualification, ILM diploma or equivalent	Relevance based on operational role applied for. 8 years minimum experience	LTEP
Sport Betting Trader, Casino, Peer to Peer gambling executive	Executive	Individuals who have expertise and/or experience of managing risk (e.g. odds setting) in gambling systems relating to sports, casino/bingo and peer to peer (e.g. Poker) activities which can be passed on to suitable local employees.		2+ years experience of managing risk in an eGambling environment	LTEP
Transport	Air Traffic Control Officer		ATCO licence in accordance with EU Regulation & Valid ADI and APS Endorsements	Extensive operational ATCO experience	LTEP
Transport	Aircraft Engineer	Undertakes base and line maintenance	B1 (mechanical) / B2 (avionics) rated	Experience levels should be based on type rating of aircraft.	LTEP
Transport	Airline Auditor/Operations Manager	Ensures all operational activity complies with CAA regulations	Approved by the CAA	10+ years aviation experience, 4+ in similar role	LTEP
Transport	Airline Station Manager	Ensures that adequate staff and resources are in place for safe operation of Station	Approved by the CAA	10+ years aviation experience, 2+ in similar role	LTEP
Transport	Commercial aircraft pilot (Captain / First Officer)		Commercial Pilots Licence; Air Transport Pilots Licence; relevant type rating; demonstrates training levels appropriate to aircraft type	Experience levels should be based on type rating of aircraft	LTEP
Transport	Quality Assurance Manager (Aviation)	Accountability to the CAA	Trained to EASA Ops, part 145 and Part M recognised	5+ years aviation experience in similar role	LTEP
Transport	Deputy Ground Operations Manager		Approved by the CAA	2+ years aviation experience in similar role	LTEP
Transport	Flight Network & Rostering Manager		Qualified and compliant with FDTL (Flight Duty Time Limitations) and FTL (Flight Time Limitations) policies	2+ years aviation experience in similar role	LTEP
Transport	Quality Assurance Auditor		Trained to EASA Ops, part 145 and Part M recognised	2+ years aviation experience in similar role	LTEP

**Employment Permit Policy (EPP) - Approved Posts: Employers are able to make an online application from any job on the list\***  
*(LTEP/STEP/SEP = Long Term, Short Term and Seasonal Employment Permits)*

Area of Employment	Job Title (indicative)	Brief Description	Formal Qualifications Needed (indicative)	Experience (indicative)	Permit
Transport	Bus Driver	Professional carrying fare \ non-fare passengers	PCV Qualification and demonstration of ability to navigate the Islands roads	2+ years' employment experience†	STEP / SEP
Transport	HGV Driver		HGV licence	2+ years' employment experience†	STEP / SEP
3rd Sector / Church / Charity	Minister / Vicar / Priest, Pastor	Most senior leader in a main stream denomination / established independent Church	Post Graduate Diploma in Theology / Degree equivalent	2+ years' relevant experience	LTEP
3rd Sector / Church / Charity	Associate / Youth Pastor	In a main stream denomination / established independent Church	Post Graduate Diploma in Theology / Degree equivalent (or studying towards)	2+ years' relevant experience	LTEP
3rd Sector / Church / Charity	Sports Development Officer	Working for Sports Commission	Professional player / coach of relevant sport at national / international level	3+ years' relevant experience	LTEP
3rd Sector / Church / Charity	Youth worker	Working for Youth Commission / registered charity	Holds degree in Community Education & Youth Work or equivalent	2+ years' relevant experience	LTEP
Misc. (all sectors)	HR Director / Deputy Director HR / Senior HR Practitioner	Senior role; strategic importance to business; management responsibility	Holds relevant professional qualification e.g. CIPD qualification	8 years' relevant experience	LTEP
Miscellaneous	Au Pair	Living as part of a host family as a domestic assistant from a foreign country, usually as a cultural exchange	N/A	N/A	STEP / SEP
Miscellaneous (pan-sector)	Chief Information Officer	Strategic responsibility & accountably for creating robust and scalable IT strategy	Relevant professional body membership / qualification	8+ years' relevant experience	LTEP
Miscellaneous (pan-sector)	Head of Profession - Health & Safety	Corporate lead for all health and safety issues. Develops and implements corporate strategy for managing H&S risk and providing assurance.	Relevant Degree; Chartered membership of professional body	10+ years senior management H&S position (Board Director equivalent)Strategic; public or private sector.	LTEP

**Employment Permit Policy (EPP) - Approved Posts: Employers are able to make an online application from any job on the list\***  
*(LTEP/STEP/SEP = Long Term, Short Term and Seasonal Employment Permits)*

Area of Employment	Job Title (indicative)	Brief Description	Formal Qualifications Needed (indicative)	Experience (indicative)	Permit
Miscellaneous (pan-sector)	Health & Safety Manager	To facilitate the development, implementation, monitoring and review of an effective health and safety management system in compliance with legislative requirements and States Directives.	Level 5 relevant Diploma or degree and Chartered membership of professional Body	5+ years' relevant experience	LTEP
Miscellaneous (pan-sector)	Health & Safety Officer	Implements policy and procedures for managing healthy and safety risks and monitors compliance.	Level 3 relevant certificate and Associate membership of professional body	2+ years relevant experience	LTEP
Miscellaneous (pan-sector)	Team Manager Consultant / Change lead	Oversees change programmes that will ultimately up skill local managers and improve staff stability at Team manger level	Formal professional qualification relevant to project	2+ years' employment experience <sup>†</sup>	STEP / SEP

<sup>†</sup>Any full-time employment, which must be the 2-year period preceeding an application for an Employment Permit. The employment does not need to be relevant to the role you are applying for, unless otherwise stated.

**\*\***Where caring experience has been gained outside of a formal setting (i.e. caring for a family member full-time in their home) a reference may be supplied from a qualified/registered health care professional. In addition, the referee should supply their full name and contact details, along with how they have engaged with the candidate professionally. The referee's qualifications and registration details with the relevant medical professional body should also be included.

**Employment Permit Policy (EPP) - Approved Posts: Employers are able to make an online application from any job on the list\***  
*(LTEP/STEP/SEP = Long Term, Short Term and Seasonal Employment Permits)*

Area of Employment	Job Title (indicative)	Brief Description	Formal Qualifications Needed (indicative)	Experience (indicative)	Permit
*Where an employer considers there is a need to vary the content of the Employment Permit Policy, then they are encouraged to contact the Population Employment Advisory Panel - details below.					
Where an employer wishes to recruit to a role which does not appear in this Policy then they can make an application for an 'out of policy' Employment Permit. Our tariff details the fees payable for all types of Employment Permit.					
Any 'out of policy' application would need to include information to evidence that the necessary skill-set and/or labour is in short supply locally. This should include evidence of recruitment efforts i.e. advertisements, contact with the job centre and any other initiatives taken in an effort to first recruit locally. You can visit <a href="http://gov.gg/pmoop">gov.gg/pmoop</a> for further information.					
We encourage all employers contact us for further guidance, prior to applying for an 'out of policy' Employment Permit.					

[Population Employment Advisory Panel \(PEAP\)](#)

The Population Employment Advisory Panel PEAP provides up to date information to the Committee for Home Affairs about the Island's dynamic employment market, and the current and future needs of the Island's employers.

**Sector**

Chairman
Finance & Professional Services
Tourism & Hospitality
Construction/Infrastructure/Utilities
Public Sector (also representing health/education in the private sector and the 3rd Sector)
Service Industries and Retail
E-industry and new/potential sectors

**Email**

<a href="mailto:chairman.peap@gov.gg">chairman.peap@gov.gg</a>
<a href="mailto:finance.peap@gov.gg">finance.peap@gov.gg</a>
<a href="mailto:tourism&amp;hospitality.peap@gov.gg">tourism&amp;hospitality.peap@gov.gg</a>
<a href="mailto:construction.peap@gov.gg">construction.peap@gov.gg</a>
<a href="mailto:health&amp;education.peap@gov.gg">health&amp;education.peap@gov.gg</a>
or
<a href="#">TBC</a>
<a href="mailto:serviceindustry&amp;retail.peap@gov.gg">serviceindustry&amp;retail.peap@gov.gg</a>
TBC

[Click here for the types of Employment Permits](#)

[Click here to access the Portal](#)

[Employment Permit Policy - Frequently Asked Questions](#)

[Population Management - Frequently Asked Questions](#)

[Click here for more information on using the Portal as an employer.](#)

[Click here for the Population & Immigration glossary](#)