

*(LTEP/MTEP/STEP = Long, Medium or Short Term Employment Permits)*

**Brexit Policy** - Any person holding a STEP, MTEP or an Open Market HMO Resident Permit (Part D), who are due to reach their five year threshold before the end of **February 2021** can generally expect to be issued with a further Employment Permit of up to one year.

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>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 / 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	5+ years' relevant experience	LTEP
Accountancy	<b>Audit</b> Manager / Associate / 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	5+ years' relevant experience	LTEP
Accountancy	<b>Restructuring</b> Manager / Associate / 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)	5+ years' relevant experience	LTEP
Accountancy	<b>Tax</b> Manager / Associate / 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	5+ years' relevant experience	LTEP
Accountancy	<b>Advisory</b> Manager / Associate / Assistant	Junior / mid-level role	Undergraduate degree; holds or is training towards relevant professional qualification e.g. ACA; ACCA; CPA	N/A	MTEP

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Accountancy	<b>Audit</b> Manager / Associate / Assistant	Junior / mid-level role	Undergraduate degree; holds or is training towards relevant professional qualification e.g. ACA; ACCA; ICAS; ICAI; SAICA; CPA; MBA; CFA; CIMA	N/A	MTEP
Accountancy	<b>In House</b> Finance Assistant	Junior / mid-level role	Undergraduate degree; holds or is training towards relevant professional qualification e.g. ACA; ACCA; CPA	N/A	MTEP
Accountancy	<b>Restructuring</b> Manager / Associate / Assistant	Junior / mid-level role	Undergraduate degree; holds or is training towards relevant professional qualification e.g. ACA; ACCA; ICAS; ICAI; SAICA; CPA; JIEB (Insolvency Practitioner)	N/A	MTEP
Accountancy	<b>Tax</b> Manager / Associate / Assistant	Junior / mid-level role	Undergraduate degree; holds or is training towards relevant professional qualification e.g. ACA; ACCA; ICAS; ICAI; SAICA; CPA; CTA	N/A	MTEP
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 / Assistant	Junior / mid-level role	Undergraduate degree; holds or is training towards relevant professional qualification e.g. ACAS; FCAS; FIA or equivalent	3+ years' relevant experience	MTEP
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 / Assistant	Junior / mid-level role	Undergraduate degree; holds or is training towards relevant professional qualification e.g. IFA	3+ years' relevant experience	MTEP
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 / Assistant / (inc. Relationship Manager)	Junior / mid-level role	Undergraduate degree; holds or is training towards relevant professional qualification e.g. Advice Diploma; PCIAM; CISIM Wealth Management; RDR	N/A	MTEP
Boat building	<b>Boat building:</b> Electrical engineer / fitter		Time served	5+ years relevant experience	MTEP
Boat building	<b>Boat building:</b> Joiner		Time served	5+ years relevant experience	MTEP
Boat building	<b>Boat building:</b> Mechanical engineer / fitter		Time served	5+ years relevant experience	MTEP

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Boat building	<b>Boat building:</b> Pattern maker		Time served	5+ years relevant experience	MTEP
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 / Assistant	Junior / mid-level role	Undergraduate degree; holds or is working towards relevant professional qualification e.g. ICSA, International Diploma in Compliance / AML	N/A	MTEP
Compliance / Risk	<b>Risk: Security / IT</b> Compliance Officer / Assistant	Junior / mid-level role	Undergraduate degree; holds or is working towards relevant professional qualification	3+ years' relevant experience	MTEP
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	Senior Site Manager	Overall responsibility for large construction sites	Degree or CIOB/CITB awarded qualification.	5+ years in a similar senior role	LTEP
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	MTEP
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	MTEP

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Construction	Contracts Manager	Manages multiple simultaneous projects	CIOB / CITB awarded qualification	3+ years in a similar role	MTEP
Construction	Finishing Foreman	Oversees the quality and timeliness of construction works	CITB awarded qualification	3+ years in a similar role	MTEP
Construction	Project Manager	Leads a team on high value projects	CIOB / CITB awarded qualification	3+ years in a similar role	MTEP
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	MTEP
Construction	Site Manager	Overall responsibility for small construction sites or part of a larger site	CIOB/CITB awarded qualification	3+ years in a similar role	MTEP
Construction	Stonemason Foreman / Trades Foreman	Responsible for site supervision including health & safety and quality control	Time served craftsman	5+ years in a similar role	MTEP
Construction	Trade Foreman	Responsible for specific trade activity on construction sites	CITB awarded qualification	3+ years in a similar role	MTEP
Construction	Labourer	Contract-specific	None	Any	STEP
Construction	Small Works / Site / Engineer	Project / contract specific and duration limited to contract	Time served or city & guilds apprenticeship completed	Any	STEP
Construction	Stonemason	Specialist craftsman	Time served craftsman	2+ years in a similar role	STEP
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	Time served experience & training to relevant level	STEP
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

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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	MTEP
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	MTEP
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	MTEP
Digital development / Creative	Project Manager	Experienced project managers	MAPM; Prince 2 Practitioner	3+ years relevant experience	MTEP
Digital development / Creative	Software Developer; Coder	Experienced software developer/coder	Relevant computer science degree	3+ years relevant experience	MTEP
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	MTEP
Digital development / Creative	Web Developer / on-line publisher / creative	Web Developer / Graphic Designers	Experience and ability rather than qualifications	3+ years relevant experience	MTEP

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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 Early Years / Health & Social Care / Engineering / Construction / Access / Functional Skills		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	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 (Further Education)	Lecturer Trowel Vocations - Wet trades / Motor mechanics / Business / ICT & Administration / Sport & Public Services / Hair & Beauty / Business & Finance / Hospitality & Catering / Creative Art & Media		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	Any	MTEP
Education (Music Service)	<b>Head of</b> Music Service / Woodwind / Strings	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	MTEP
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	Any	MTEP
Education (Secondary)	Head of Department / Faculty All subjects	Strategic leadership role	Undergraduate degree; professional teaching qualification e.g. PGCE; ITT	8+ 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
Education (Secondary)	Second in Department English / Maths / Science / MFL		Undergraduate degree; professional teaching qualification e.g. PGCE; ITT	5+ years experience	LTEP
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

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Education (Secondary)	Teacher English / Maths / Biology / Chemistry / Physics / General Science		Undergraduate degree; professional teaching qualification e.g. PGCE; ITT	Any	LTEP
Education (Secondary)	<b>Second in Department</b> ICT / RE - Philosophy - PSHE / Geography / History / D &T / Psychology / Business Studies		Undergraduate degree; professional teaching qualification e.g. PGCE; ITT	5+ years experience	MTEP
Education (Secondary)	Subject Leader Drama / Resistant Materials/ Home Economics / Graphics / Photography		Undergraduate degree; professional teaching qualification e.g. PGCE; ITT	5+ years experience	MTEP
Education (Secondary)	<b>Teacher</b> MFL / Latin / Classics / ICT / RE - Philosophy - PSHE / Citizenship / Geography / History / Drama / D & T, Resistant Materials, Home Economics / PE / Art / Psychology / Music / Business Studies / Creative Arts / Economics / Citizenship / Computer Science / Photography		Undergraduate degree; professional teaching qualification e.g. PGCE; ITT	Any	MTEP
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	MTEP
Education (Special Educational Needs)	Behaviour Coordinator (BECO)		Undergraduate degree; professional teaching qualification e.g. PGCE; ITT	5+ years experience	LTEP

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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)	Specialist / In Charge Teacher	Senior teacher in an SEBD / SEN setting	Undergraduate degree; professional teaching qualification e.g. PGCE; ITT	8+ years experience; including 4+ in an SEBD / SEN setting	LTEP
Education (Special Educational Needs)	Teacher in as SEN/SEBD setting		Undergraduate degree; professional teaching qualification e.g. PGCE; ITT	Any	MTEP
Education (Special Educational Needs)	SEN Learning Support Assistant		Foundation Degree or Level 5 equivalent	1+ years experience of working with SEN students	STEP
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	E3+ years experience of gambling business analysis and/or managing a business analysis team	MTEP
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	Experience of anti fraud / payment handling in a gambling environment and/or managing an anti fraud / payment handling team.	MTEP
E-Gambling	<b>E-gambling</b> Customer Relationship Manager	Experienced CRM; preferably in E-Gambling	Experience and ability rather than qualifications	Team leading dealing with general customers (e.g. at a "call centre") or on a one to one basis with key clients	MTEP
E-Gambling	Responsible Gambling / AML / CFT	Regulatory role in an e-Gambling business	Experience and ability rather than qualifications	5+ years relevant industry experience	MTEP
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

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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.	MTEP
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	MTEP
Facilities / Utilities	Soft Service supervisor / manager	Manages day to day operations in soft services sector	Tri-lingual	Relevant soft services back ground with evidence based supervisory training	MTEP
Facilities / Utilities	***Cleaning Operative	Cleaner of domestic & commercial premises	N/A	Any	STEP
Facilities / Utilities	Laundry Assistant	Laundry assistant in & commercial premises	N/A	Any	STEP
Facilities / Utilities	Production Assistant / Machine Operator	Manufacturing	N/A	Any	STEP
Facilities / Utilities	Recycling Operative / Yard Hand	Waste / recycling separation / sorting in a commercial setting / sorting plant operator	N/A	Any	STEP
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 or is training towards relevant professional qualification e.g. STEP 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 / Officer / Assistant	Junior / mid-level role	Undergraduate degree; holds or is training towards relevant professional qualification e.g. STEP Certificate or Diploma; ICSA; ACCA; CIMA; ACA	3+ years' relevant experience	MTEP
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
Fund Services (fund management & administration including private equity; investments; securities; custodianship; stockbroking)	<b>Investment Consultants / Management</b> Director / Assistant / Director / Senior Manager	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

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Fund Services (fund management & administration including private equity; investments; securities; custodianship; stockbroking)	<b>Fund Services Associate / Assistant</b>	Junior role	Undergraduate degree; holds or is training towards relevant professional qualification e.g. ICSA	3+ years' relevant experience	MTEP
Fund Services (fund management & administration including private equity; investments; securities; custodianship; stockbroking)	<b>Investment Consultants / Management Manager / Associate / Assistant</b>	Junior / mid-level role	Undergraduate degree; holds or is training towards relevant professional qualification e.g. IMC; ACA; ACCA; CPA	N/A	MTEP
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)	N/A	LTEP
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	LTEP
Health & Social Care	Clinical Physiologist	Working in a registered setting; supervises unregistered and newly qualified staff	Relevant degree; RCCP registration	Any	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	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	Any	LTEP

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Area of Employment	Job Title (indicative)	Brief Description	Formal Qualifications Needed (indicative)	Experience (indicative)	Permit
Health & Social Care	Psychological Therapist	Working in a registered setting; supervises unregistered and newly qualified staff	Relevant degree; HCPC registration	Any	LTEP
Health & Social Care	<b>Residential / Nursing Home</b> Assistant Practitioner	Working in a registered setting; supervises staff / accountable for care home standards compliance	Overseas Nursing Registration / Level 4 VQ / full mandatory / dementia training	2+ years' relevant experience	LTEP
Health & Social Care	<b>Residential / Nursing Home</b> Healthcare Assistant (HCA)	<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.	Hold or working towards VQ Level 3 / full mandatory training / dementia training	3+ years' relevant experience	LTEP
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 or working towards VQ Level 2 / full mandatory training / dementia training	Any	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.	Level 3 VQ or equivalent	Any	LTEP
Health & Social Care	Psychological Wellbeing Practitioner	Working in a registered setting; supervises unregistered and newly qualified staff	BTech or VQ 3	Any	MTEP
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	Any	STEP
Health & Social Care	<b>Residential / Nursing Home</b> Domestic Supervisors / Assistants / Catering Assistants	Working in a registered setting;	Food Hygiene Certificate; Infection Control Training	Any	STEP

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Area of Employment	Job Title (indicative)	Brief Description	Formal Qualifications Needed (indicative)	Experience (indicative)	Permit
Health & Social Care / Dentistry	Partner or Associate	Working in a registered setting; supervising unregistered and newly qualified staff	Degree and registration with the GDC; Some Specialist Registrations e.g. in orthodontics	5+ years relevant experience CPD and post graduate training	LTEP
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	MTEP
Horticulture / Agriculture	Agricultural Worker	Operative working in agricultural setting	N/A	Any	STEP
Horticulture / Agriculture	Gardener / landscape gardener	Working for established business	N/A	2+ years relevant experience	STEP
Horticulture / Agriculture	Horticultural Worker / Nursery Production Assistant	Operative working in horticultural setting	N/A	Any	STEP
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 <b>For Long Term Employment Permit: post holder must be part of a tangible succession plan into a more senior role</b>	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	4+ years experience in related roles, including 2+ years in similar role <b>or</b> current employee with 2+ years housekeeping experience	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

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Area of Employment	Job Title (indicative)	Brief Description	Formal Qualifications Needed (indicative)	Experience (indicative)	Permit
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 <b>or</b> current employee and 2+ years experience in reception 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
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 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 <b>or</b> current employee with 2+ years relevant experience	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 <b>or</b> current employee with 2+ years experience in a reception role	LTEP
Hospitality	Senior Sous Chef / Sous Chef / Second Chef	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. <b>For Long Term Employment Permit: post holder must be part of a tangible succession plan into a more senior role</b>	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

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Area of Employment	Job Title (indicative)	Brief Description	Formal Qualifications Needed (indicative)	Experience (indicative)	Permit
Hospitality	Assistant Housekeeper	A senior hospitality professional responsible for the management of the servicing of guest accommodation, in the absence of the department manager	N/A	2+ years experience in related roles <b>or</b> current employee with 1+ years housekeeping experience	MTEP
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	MTEP
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	Qualification and 1+ years experience in a similar role and 2+ years experience as general bar tender <b>or</b> no qualification and 2+ years experience in a similar role and 2+ years experience as general bar tender	MTEP
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 <b>or</b> current employee with 2+ years relevant experience	MTEP
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 <b>or</b> current employee and 2+ years experience in reception role	MTEP
Hospitality	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	4+ years experience in related roles including 2+ years in similar role <b>or</b> current employee with 2+ years housekeeping experience	MTEP

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Area of Employment	Job Title (indicative)	Brief Description	Formal Qualifications Needed (indicative)	Experience (indicative)	Permit
Hospitality	Junior Sous Chef / Senior Chef de Partie / Chef de Partie	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 <b>or</b> Commis Chef for employer and 1+ years experience	MTEP
Hospitality	Night Manager	A senior hospitality professional with responsibility for the premises and guest safety and security overnight	N/A	2+ years experience in related roles <b>or</b> current employee with 2+ years relevant experience	MTEP
Hospitality	Pastry Chef	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	MTEP
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 experience in related roles <b>or</b> current employee with 2+ years relevant experience	MTEP
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 <b>or</b> current employee with 2+ years experience in a reception role	MTEP
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	MTEP

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Area of Employment	Job Title (indicative)	Brief Description	Formal Qualifications Needed (indicative)	Experience (indicative)	Permit
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 or current employee and 2+ years experience in spa therapy	MTEP
Hospitality	Spa Therapist / Beautician	Provides therapies and treatments within a Spa/Wellness Centre	City & Guilds Level 3 Diploma in Body & Spa Therapy	1+ years experience in a similar role	MTEP
Hospitality	***Apprentice Chef	Trainee chef, likely to be attending part-time college course	Level 2 Food Hygiene Cert (or working towards)	Any	STEP
Hospitality	***Bar & Waiting Staff	Flexible position as bar person or as waiting staff, depending on the needs of the business	N/A	Any	STEP
Hospitality	***Bar / Restaurant Supervisor	Supervises the service of food and drinks to a customer	N/A	2+ years relevant experience	STEP
Hospitality	***Bar Person	Provides service of drinks to a customer	N/A	Any	STEP
Hospitality	***Barista	Produces and serves coffee and related products	N/A	Any	STEP
Hospitality	***Breakfast Chef	A hospitality kitchen professional	Level 2 Food Hygiene Cert (or working towards)	1+ years relevant experience	STEP
Hospitality	***Cleaner	Cleans both public and back of house areas	N/A	Any	STEP
Hospitality	***Commis Chef	A hospitality kitchen professional	Level 2 Food Hygiene Cert (or working towards)	1+ years relevant experience	STEP
Hospitality	***Concierge / Hall Porter (may include driver duties)	An employee providing guest portering and driver services	N/A	2+ years relevant experience	STEP
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)	Any	STEP
Hospitality	***Head Concierge / Head Porter	Professional responsible for the porters department	N/A	2+ years relevant experience	STEP
Hospitality	***Junior Chef de Partie	A hospitality kitchen professional	Level 2 Food Hygiene Cert (or working towards)	2+ years relevant experience	STEP
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)	Any	STEP
Hospitality	***Kitchen Porter	Provides pot wash and general portering duties in a kitchen	Level 2 Food Hygiene Cert (or working towards)	Any	STEP
Hospitality	***Night Porter	Responsibility for the premises and guest safety and security overnight	N/A	Any	STEP
Hospitality	***Room Attendant / Chambermaid	Services guest accommodation	N/A	Any	STEP

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Hospitality	***Waiting Staff / Waiter / Waitress	Provides service of food and drinks direct to customer, or at customers' table	N/A	Any	STEP
Hospitality	Handyman / Maintenance Person	Carries out maintenance tasks	N/A	1+ years relevant experience	STEP
Hospitality	Laundry Operative / Linen Porter	operates laundering, drying & pressing equipment / replenishes linen stores	N/A	Any	STEP
Hospitality	Tour Guide / Interpreter		Bi-lingual; Level 2+ Institute of Tourist Guiding	2+ years relevant experience	STEP
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 or is training towards professional qualification e.g. ACII; CMIRM	3+ years' relevant experience	MTEP
Journalism	Broadcast Journalist	Mid-level role	Undergraduate degree, holds relevant professional qualification	Qualification and 2 + years' experience in similar role	MTEP
Journalism	Digital Journalist	Mid-level role	Undergraduate degree, holds relevant professional qualification	Qualification and 2 + years' experience in similar role	MTEP
Journalism	Senior Broadcast Journalist	Middle management broadcasting role	Undergraduate degree, holds relevant professional qualification	Qualification and 2 + years' experience in similar role	MTEP
Journalism	Video Journalist	Mid-level broadcasting role	Undergraduate degree, holds relevant professional qualification	Qualification and 2 + years' experience in similar role	MTEP
Journalism	Broadcast Assistant	Junior role	None required	None required	STEP
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
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

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Area of Employment	Job Title (indicative)	Brief Description	Formal Qualifications Needed (indicative)	Experience (indicative)	Permit
Law Enforcement	<b>Police Constable</b> Accredited Firearms Officer (AFO)		Completion of Probationary Police Constable training; qualified and accredited firearms officer (armed responsible vehicle officer standard/advanced response driver)	4+ years' experience as Police Constable; proven ability as a firearms officer	LTEP
Law Enforcement	<b>Police Sergeant</b> (Specialism)	Line management of a shift of Police Officers	Completion of Probationary Police Constable training	3+ years' experience in specialist area; experience of managing police investigations	LTEP
Law Enforcement	<b>Police Sergeant</b> Custody	Ensures safe and secure detention in custody suite; supervises police investigations	Completion of Probationary Police Constable training	3+ years' relevant experience working with PACE / PPACE Legislation.	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		Completion of Probationary Police Constable training	5+ years' relevant experience	MTEP
Law firm (Amendment to)	Partner / Group Partner / Counsel / Managing Associate / Senior Associate / <u>Associate</u>	Senior role; strategic importance to business; management responsibility; <u>or associate on pathway to senior role</u>	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 equivalent body.	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

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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
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	MTEP
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	MTEP
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	MTEP
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

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Area of Employment	Job Title (indicative)	Brief Description	Formal Qualifications Needed (indicative)	Experience (indicative)	Permit
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.	MTEP
Marketing / Product	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
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
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	MTEP
Marketing / Product	Product Development Specialist	Specialist overseeing product design / development	Relevant degree and professional body membership / qualification	3+ years relevant experience	MTEP
Marketing / Product	Purchasing / procurement Manager	Negotiates with multiple international suppliers	Professional membership of the Chartered Institute of Purchasing	5+ years relevant international experience	MTEP
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	MTEP
Planning	Planning / Building Control Officer		Member of Royal Town Planning Institute (RTPI) / Royal Institute of Chartered Surveyors (RICS)	5+ years' relevant experience	MTEP

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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	2+ years relevant experience	MTEP
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	MTEP
Retail / Warehouse	General Sales Assistant (retail)	Working for established business / brand	N/A	2+ years relevant experience	STEP
Retail / Warehouse	Shop fitter	Retail premises refurbishment	N/A	Relevant brand experience	STEP
Retail / Warehouse	Warehouse Dispatch Operator / Stock Processor	Operative working in warehouse dispatch	N/A	Any	STEP
Service industries & Retail	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
Service industries & Retail	Services Divisional head (generic)	Senior manager responsibility for services division delivery	Technical skills specific to role applied for, Level 3 Professional qualification, ILM diploma or equivalent	5 years minimum in services sector and management level	LTEP
Service industries & Retail	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
Service industries & Retail	Soft Services Divisional 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
Service industries & Retail	General Supervisor	Services sector supervisor	Qualification based on relevant role and 5 years minimum experience	5 years minimum experience and training based on relevant role	MTEP
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	MTEP
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

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*(LTEP/MTEP/STEP = Long, Medium or Short Term Employment Permits)*

Area of Employment	Job Title (indicative)	Brief Description	Formal Qualifications Needed (indicative)	Experience (indicative)	Permit
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	MTEP
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	MTEP
Transport	Quality Assurance Auditor		Trained to EASA Ops, part 145 and Part M recognised	2+ years aviation experience in similar role	MTEP
Transport	Bus Driver	Professional carrying fare \ non-fare passengers	PCV Qualification and demonstration of ability to navigate the Islands roads	5+ years driving experience / demonstrable ability to navigate the Island's roads	STEP
Transport	HGV Driver		HGV licence	1+ years experience	STEP
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)	Any	MTEP
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	MTEP
3rd Sector / Church / Charity	Youth worker	Working for Youth Commission / registered charity	Holds or working towards degree in Community Education & Youth Work or equivalent	Any	MTEP
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	N/A	N/A	STEP

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Area of Employment	Job Title (indicative)	Brief Description	Formal Qualifications Needed (indicative)	Experience (indicative)	Permit
Miscellaneous (pan-sector)	Chief Executive / Operating Officer / Managing Director	Overall strategic / operational responsibility for a large business	Relevant professional body membership / qualification	8+ years' relevant experience	LTEP
Miscellaneous (pan-sector)	Chief Information Officer	Strategic responsibility & accountability 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
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	MTEP
Miscellaneous (pan-sector)	Team Manager Consultant / Change lead	Oversees change programmes that will ultimately up skill local managers and improve staff stability at Team manager level	Formal professional qualification relevant to project	Evidence of coaching and mentoring / change management skills	STEP

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Area of Employment	Job Title (indicative)	Brief Description	Formal Qualifications Needed (indicative)	Experience (indicative)	Permit
<p>§ 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:</p> <p>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.</p> <p>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.</p> <p>We encourage all employers contact us for further guidance, prior to applying for an 'out of policy' Employment Permit.</p>					

**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	Member	Email
Chairman	Peter Gillson	<a href="mailto:chairman.peap@gov.gg">chairman.peap@gov.gg</a>
Finance & Professional Services	Tim Martin	<a href="mailto:finance.peap@gov.gg">finance.peap@gov.gg</a>
Tourism & Hospitality	Luke Wheadon	<a href="mailto:tourism&amp;hospitality.peap@gov.gg">tourism&amp;hospitality.peap@gov.gg</a>
Construction/Infrastructure/Utilities	Tim Guilbert	<a href="mailto:construction.peap@gov.gg">construction.peap@gov.gg</a>
Public Sector (also representing health/education in the private sector and the 3rd Sector)	Tim Langlois	<a href="mailto:health&amp;education.peap@gov.gg">health&amp;education.peap@gov.gg</a> or <a href="mailto:Tim.Langlois@gov.gg">Tim.Langlois@gov.gg</a>
Service Industries and Retail	TBC	<a href="mailto:serviceindustry&amp;retail.peap@gov.gg">serviceindustry&amp;retail.peap@gov.gg</a>
E-industry and new/potential sectors	TBC	TBC

**For a quick guide to Employment Permits**  
[Click here](#)

**To apply**  
[Click here](#)

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