

Greetings!

October 10, 2026

Lithuania – Employment Support & Temporary Residence Card (TRC)

Client Information

This page explains how our Lithuania employment support works. Figures and terms are indicative and are confirmed in the written service agreement and the employer's own offer. Requirements and processing times are set by the Lithuanian authorities and can change.

1. Overview

We help candidates secure employment in Lithuania with a Lithuanian employer and prepare their application for a Temporary Residence Card (TRC) through the Lithuanian Migration Department. Typical roles are in construction, warehouse and factory work.

2. Indicative Employment Terms

- **Working hours:** 8 + 1 hours per day, 5 days per week.
- **Salary:** €1,300 to €2,950 per month before tax, depending on the role and employer.
- **Benefits:** accommodation provided; medical coverage and insurance included; meals not included.
- **Minimum work commitment:** 6 months in Lithuania.

3. How the Process Works

- Step 1: We review your documents and, where needed, prepare any additional paperwork.
- Step 2: The employer's job offer or employment contract is arranged, and we prepare all documents for the Migration Department.
- Step 3: We schedule your appointment. On the day you submit the files and complete biometric registration.
- Step 4: The TRC is typically issued within 15–30 working days after submission, subject to the authority's processing times.
- Step 5: Once approved, the TRC is couriered to your address. You may travel to Lithuania and start employment after receiving it.

Please note: you must not work in Lithuania, or travel there to work, until you hold a valid permit that allows employment. A tourist or short-stay visa does not allow work.

4. Documents You Will Need

- Valid passport and recent passport-size photographs.
- Education and work-experience documents, and police clearance, as required.
- Any other documents requested by the employer, the Migration Department or the embassy. We review everything you send and tell you what else is needed.



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5. Service Fees and Payment Stages

- **Service fee:** €4,000 to €5,000 (special pricing available for business-to-business clients; please contact us).
- €500-€1,000 payable along with the application.
- €1,000 payable after the MIGRIS appointment.
- Remaining balance payable only after biometric registration.

Government, embassy and other third-party fees are not included in the service fee.

6. TRC Refund Assurance

If the Migration Department rejects your TRC application, we will refund the service fees you have paid within 30 working days of receiving the written rejection notice, provided that:

- the rejection is not caused by inaccurate, incomplete, altered or false information or documents supplied by you;
- you have attended all appointments and complied with all requests made by us and the authorities; and
- you have not withdrawn the application or ended your agreement with us.

This assurance applies only to the TRC application. Our fees are otherwise non-refundable, as they cover document preparation, advisory support and appointment scheduling.

7. Important Notes

- Permit approval is decided solely by the Lithuanian authorities. Consulting firms have no influence over the decision, and no outcome is guaranteed.
- Employment terms are set by the employer. A work-based permit may be linked to the employer and role, and working for another employer or in another country may need separate authorisation.
- Your rights and obligations are set out in your signed service agreement.



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Spain Digital Nomad Visa

Complete Explanation & Client Information Guide

Prepared based on Immigration Spain – “Digital Nomads Visa Spain: Requirements to Work Remotely”. This guide explains the Spain Digital Nomad Visa using the information published on the Immigration Spain page supplied for this document. It is intended as a client-information and consultancy reference document. Requirements, fees, processing procedures and financial thresholds can change, so the current Spanish authority/consulate requirements should be checked before filing.

1. What is the Spain Digital Nomad Visa?

According to Immigration Spain, the Digital Nomad Visa is a residence route for non-EU citizens who move to Spain while working remotely for a company or clients abroad. The page describes it as a 3-year residence permit and explains that the route was introduced through Spain's Startup Law to attract international talent and support entrepreneurship.

2. Who Can Apply?

The source describes three broad profiles:

- Foreigners working remotely from Spain for a company outside Spain.
- Digital nomads/freelancers with online income and clients located internationally.
- People working for a foreign company located in Spain, including certain audiovisual-sector situations, as described by the source.

3. Main Eligibility Requirements

- The applicant must demonstrate that they are an international remote worker intending to settle in Spain.
- Income from Spanish sources must not represent more than 20% of total income.
- There must be a continuous employment relationship of at least 3 months with the company for which the applicant works remotely.
- The company must certify that remote working is permitted.
- The company or companies with which the applicant has a relationship must have operated in the market for at least 1 year.
- The source states that the applicant should have a contract with the company for at least 1 year.
- The applicant must demonstrate an appropriate academic or professional profile: either graduation from a prestigious university/business school or at least 3 years of previous work experience.
- The applicant must demonstrate sufficient financial means.



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Spain Immigration Update

Arraigo Routes & Residence Changes – Client Information Guide

This guide summarises recent changes under Spain's new Immigration Regulation (RLOEx, Royal Decree 1155/2024 of 19 November). It is client information only, not legal advice. Rules can change, so check each case against the official text and the competent authority before filing.

1. Time in Irregular Status for International Protection Applicants (Management Criteria 4/2025)

The Directorate-General for Migration Management has issued a guidance note on when an international protection applicant is treated as being in an irregular administrative situation. This matters because time spent in Spain while an asylum claim is being processed does not count towards the two years of continuous stay required for arraigo.

- **General rule (art. 126.b):** Arraigo requires at least two years of continuous stay before the application. Time while the protection claim is pending, up to a final administrative or judicial decision, is not counted.
- **Transitional rule (fifth transitional provision):** For people already in an irregular situation on 20 May 2025 because of a final denial of their protection claim, the required period is reduced to six months.

When irregular status is considered to begin:

- From the date of an express unfavourable decision (refusal, inadmission or closure) that has not been appealed. For the transitional provision, this covers decisions issued up to 19 May 2025 that were not appealed.
- If the decision was appealed, from the date the appeal (reposición or court) was resolved and became final, or from the date an appeal was withdrawn.
- From the date the applicant withdraws the protection application with the Ministry of the Interior. This does not apply under the transitional provision, which requires a denial.

In all cases, the period is counted from whichever date is more favourable to the applicant: the date of the decision, or the date the applicant was notified of it.

2. Arraigo for Training (Arraigo Socioformativo)

The former arraigo for training is replaced by the arraigo socioformativo. As described by Immigration Spain, the main changes are:

- It is still aimed at people who have been in an irregular situation for two years and wish to start professional training.
- Holders may work up to 30 hours per week.
- Courses may be up to 50% online, and level 1 vocational training is added to levels 2 and 3.
- People already enrolled, or who have already started a course, can apply, not only those who intend to enrol.



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- It may be extended for a second year if the holder shows active job-seeking or previous employment relationships, in addition to the earlier grounds.
- A social integration report is now required, which can lengthen the process.

3. Residence Card for Family Members of Spanish Citizens

- Family arraigo and the EU-citizen family card are merged into one five-year residence authorisation.
- More relatives can qualify. Dependency must now be shown for descendants up to age 26 and ascendants up to age 80.
- Holders can in turn apply for family reunification, and may work temporarily from the moment the application is submitted.
- The ways to prove economic means are widened, including stable assets.

4. Second-Chance Arraigo (Arraigo de Segunda Oportunidad)

This route is aimed at people who lost the chance to apply for arraigo laboral after the reform, including former asylum seekers. As described by Immigration Spain:

- The general requirement is two years of residence plus at least six months of work contributing to Social Security, either under an asylum-seeker work authorisation or another authorisation, followed by irregular status that is not due to a criminal or police record.
- Shorter or longer work periods are accepted in some cases: six months at 20 hours per week where there are fewer dependants; nine months averaging 20 to 30 hours; one year averaging 15 to 20 hours; and at least six months for self-employment.

5. Changes to the Work Permit

- The reform aims to protect workers' rights and favours collective hiring.
- A job-seeking visa is described as planned. It would let eligible people come to Spain for six months to look for work, then move to a regular work permit.
- Eligible groups would include children and grandchildren of Spaniards of origin and people in shortage or hard-to-fill occupations, with the catalogue set by autonomous community.

6. Sources and Important Note

Sources: Directorate-General for Migration Management, Management Criteria 4/2025; Immigration Spain articles on the new Regulation. Consult the official text for exact wording. No outcome is guaranteed.



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Annex – Management Criteria 4/2025

Unofficial English Translation (for information only)

Source: Ministry of Inclusion, Social Security and Migration – Secretary of State for Migration – Directorate-General for Migration Management. Original document in Spanish, electronically signed 12/09/2025; verification code (CSV) GEN-3b8f-8b09-8b88-d7aa-c784-e7a1-5a4c-8cf2; validation at <https://run.gob.es/hsblF8yLcR>. This translation was prepared by Basque Consulting for client information. It is not an official document and does not replace the original Spanish text, which prevails.

Management Criteria 4/2025 of the Directorate-General for Migration Management – RLOEx (RD 1155/2024, of 19 November). Calculation of time in an irregular situation of international protection applicants for the purpose of applying for arraigo.

On 20 November 2024, Royal Decree 1155/2024, of 19 November, approving the Regulation of Organic Law 4/2000, of 11 January, on the rights and freedoms of foreigners in Spain and their social integration (hereinafter, RLOEx), was published in the BOE. With effect from 20 May 2025 it repeals the regulation approved by Royal Decree 557/2011, of 20 April.

Article 126.b) of the RLOEx establishes, among the general requirements for granting a temporary residence authorisation on any of the grounds of arraigo, “having remained continuously in national territory for at least the two years prior to the submission of the application”, and specifies that “the time of stay in Spain during the processing of the application for international protection until its final resolution in administrative and, where applicable, judicial proceedings shall not be counted”.

For its part, by virtue of the fifth transitional provision of Royal Decree 1155/2024, of 19 November, this period is reduced to six months for foreigners who, at the time the RLOEx entered into force (that is, on 20 May 2025), were in an irregular situation as a result of a final denial or dismissal, in administrative and, where applicable, judicial proceedings, of their application for international protection.

In order to standardise the interpretation and application of the rules concerned, this directorate, in exercise of the powers attributed to it by its structuring Royal Decree and pursuant to Article 6 of Law 40/2015, of 1 October, on the Legal Regime of the Public Sector, issues the following management criterion:

For the purposes of letters a) and b) of Article 126 and of the fifth transitional provision, both of the RLOEx, a foreigner is considered to have lost the status of international protection applicant and therefore to be in an irregular administrative situation, in the cases and with the exceptions listed below:

a) From the date on which an express unfavourable decision on the application (refusal, inadmission or closure) was issued, where it has not been appealed administratively or judicially.



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In particular, in relation to the fifth transitional provision, all foreigners with an unfavourable decision issued up to 19 May 2025 that has not been appealed administratively or judicially will be in an irregular situation as of the date of entry into force of Royal Decree 1155/2024, of 19 November.

b) Where the decisions referred to in letter a) above have been appealed, from the date on which the decision on the optional appeal for reconsideration (recurso potestativo de reposición) or the court judgment was issued, provided it has become final in both cases.

In either case, the foreigner will also be considered to be in an irregular situation from the date on which the withdrawal of any of these appeals is registered with the competent administrative or judicial authority.

c) Solely for the purposes of letters a) and b) of Article 126, from the date on which the withdrawal of the application for international protection is registered with the Ministry of the Interior. Withdrawal does not apply within the scope of the fifth transitional provision of the RLOEx, since it expressly requires the decision to be a denial or dismissal.

In any of the above cases (letters a, b and c), the calculation of the time in an irregular situation will be made from whichever date is more favourable to the person concerned: either from the date the administrative or judicial decision was issued, or from the date the person became aware of it, that is, from its notification or communication.

Madrid, on the date of signature.

The Director-General for Migration Management (electronically signed on the original).



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Annex - Original Text (Spanish)

Criterios de Gestión 4/2025 - Transcription

Transcription of the text of the original Spanish document, prepared by Basque Consulting for client information. It is not the official document and does not carry its electronic signature; the signed original prevails. Original: Ministerio de Inclusión, Seguridad Social y Migraciones - Secretaría de Estado de Migraciones - Dirección General de Gestión Migratoria; signed 12/09/2025; CSV GEN-3b8f-8b09-8b88-d7aa-c784-e7a1-5a4c-8cf2; validation at <https://run.gob.es/hsbIF8yLcR>.

CRITERIOS DE GESTIÓN 4/2025 DE LA DIRECCIÓN GENERAL DE GESTIÓN MIGRATORIA - RLOEX (RD 1155/2024, de 19 de noviembre)

CÓMPUTO DEL TIEMPO EN SITUACIÓN IRREGULAR DE LAS PERSONAS SOLICITANTES DE PROTECCIÓN INTERNACIONAL PARA SOLICITAR ARRAIGO

El 20 de noviembre de 2024 se publicó en el BOE el Real Decreto 1155/2024, de 19 de noviembre, por el que se aprueba el Reglamento de la Ley Orgánica 4/2000, de 11 de enero, sobre derechos y libertades de los extranjeros en España y su integración social (en adelante, RLOEx), que deroga con efectos desde el 20 de mayo de 2025, el reglamento aprobado por Real Decreto 557/2011, de 20 de abril.

El artículo 126.b) del RLOEx establece, entre los requisitos generales para conceder una autorización de residencia temporal por cualquiera de las razones de arraigo "[h]aber permanecido en territorio nacional de forma continuada durante, al menos, los dos años anteriores a la presentación de dicha solicitud" y puntualiza que "no será computable el tiempo de permanencia en España durante la tramitación de la solicitud de protección internacional hasta su resolución firme en sede administrativa, y, en su caso, judicial".

Por su parte, en virtud de la Disposición transitoria quinta del Real Decreto 1155/2024, de 19 de noviembre, este tiempo queda reducido a seis meses para las personas extranjeras que, en el momento de la entrada en vigor del RLOEx -esto es, el 20 de mayo de 2025-, se encontrasen en situación irregular como consecuencia de una resolución denegatoria o desestimatoria firme en sede administrativa y, en su caso, judicial de su solicitud de protección internacional.

Con el fin de homogeneizar la interpretación y aplicación de las normas en juego, este órgano directivo, en el ejercicio de las competencias que le atribuye su Real Decreto de estructura y en virtud de lo dispuesto en el artículo 6 de la Ley 40/2015, de 1 de octubre, de Régimen Jurídico del Sector Público, dicta el siguiente criterio de gestión:

A efectos de lo previsto en las letras a) y b) del artículo 126 y de la Disposición transitoria quinta, ambos del RLOEx, se considera que la persona extranjera ha perdido la condición de solicitante de protección internacional y, por tanto, se halla en situación administrativa irregular, en los supuestos y con las excepciones que se relacionan a continuación:

a) Desde la fecha en que haya sido dictada la resolución expresa desfavorable de la solicitud (denegación, inadmisión o archivo) y no haya sido recurrida ni administrativa ni judicialmente.



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Particularmente, en relación con la Disposición transitoria quinta, se encontrarán en situación irregular a la fecha de entrada en vigor del Real Decreto 1155/2024, de 19 de noviembre, todas aquellas personas extranjeras con una resolución desfavorable dictada hasta el 19 de mayo 2025 que no haya sido recurrida ni administrativa ni judicialmente.

b) En caso de haberse recurrido las resoluciones indicadas en la letra a) anterior, desde la fecha en que haya sido dictada la resolución del recurso potestativo de reposición o la resolución judicial, siempre que haya devenido firme en ambos casos.

Tanto en uno como en otro caso, también se considerará en situación irregular desde la fecha en que se registre ante la autoridad administrativa o judicial competente el desistimiento de cualesquiera de estos recursos.

c) A los solos efectos de lo contemplado en las letras a) y b) del artículo 126, desde la fecha en que se registre ante el Ministerio del Interior el desistimiento de la solicitud de protección internacional. El desistimiento no resulta de aplicación en el ámbito de la Disposición transitoria quinta del RLOEx en tanto que contempla, expresamente, que la resolución ha de ser denegatoria o desestimatoria.

En cualquiera de los casos anteriores (letras a, b y c), el cómputo del tiempo en situación irregular se considerará según la fecha que resulte más favorable a la persona interesada, es decir, bien desde que haya sido dictada la resolución, administrativa o judicial, o bien desde que haya tenido conocimiento de la resolución, esto es, desde su notificación o puesta en conocimiento.

En Madrid, a la fecha de la firma. El Director General de Gestión Migratoria (firmado electrónicamente en el original).



Regards,

Director-TA