



UK GLOBAL TALENT VISA

There are two options for applicants applying for endorsement by Tech Nation:

1. Leader (called 'exceptional talent')
2. Emerging or potential leader (called 'exceptional promise')

Exceptional promise applicants are likely to have less than 5 years of experience in technology but can have had a longer career in another type of work. You must be able to prove your potential to be a leader through your skills and achievements.

Exceptional Promise = Potential Leader / Exceptional Talent = Recognised leader

<p>An applicant evidencing EXCEPTIONAL PROMISE must: (Mandatory Criteria)</p> <p>show they have been recognised as having potential to be a leading talent in the digital technology field in the last 5 years.</p>	<p>+be their early stage of career (less than 5 years) +</p> <p>OR</p> <p>for a exceptional talent</p> <p>More than 5 years of experience</p>	<p>And provide evidence for two of the following: (Optional Criteria)</p> <ol style="list-style-type: none"> 1. innovation as a founder of a product led digital technology company or as an employee working on a new digital field or concept 2. a proof of recognition for work beyond the applicant's occupation that contributes to the advancement of the field 3. they have made significant technical, commercial or entrepreneurial contributions to the field as a founder or employee of a product-led digital technology company 4. they have demonstrated exceptional ability in the field by academic contributions through research endorsed by an expert.
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The applicant must prove that she / he meets the mandatory criteria + 2 Optional criteria.

1- Mandatory Criteria

Documents which prove that the applicant has recognised as a potential leader.

Example of Documents that demonstrate this:

- **Docs Set 1 : Proof of receiving high salary** - paid more than 95 % fellows in your country (Glassdoor, government statistics etc.) The applicant get can a screenshot of his usual salary + his payslips.
- **Any additional money, stocks, shares etc from the company that he works.** Submit how much you get.
- **Promotion letter**
- **Docs Set 2: public talks**, high profile events. If you have never done that, local meetups, Java community, start small. Recording, photo, screenshot of the email from the organiser to ask you to talk. Letter from the organiser of the event.
- **Docs Set 3: Publications.** No blogs, medium or LinkedIn. Instead using: Hashnote or Devt2
- **CV + Personal Statement will be provided.**

How to Prove Leadership for the UK Global Talent Visa

- **Docs 1: Media publications: publications about your projects / products.**

The applicant can provide and introduce a project. In this project, the applicant must satisfy the Tech Nation that how it changed the sector/ area. It should include the physical impact of the outcome of the project.
- The publication ideally mentions the applicant's name. If there is no mention of the name, then in the reference letters it should mention the applicant. Somebody who collaborated in the project with the applicant, needs to mention about his/her name.
- Media appearances are very important. In channels including YouTube channels, podcasts needs to show that the applicant is an interesting person and he might be featured as an expert.
- **Docs 2: Open Source:** record of the applicant's contribution on regular basis. Number of stars* hacktoberfest – event, code triage.
- **Docs 3: Hackathons.**
- **Docs 4: teaching.** Teaching in a workshop. (Outside of your work)

1- Product companies

A Product company is a business that produces a proprietary digital product as at their primary revenue source. It means that they are producing a digital product to which they own the intellectual rights and which they later sell to end users.

Consultancy companies: Produces digital products that they later hand over to their clients who own the rights to that products and who later sells the products to end users.

Does your company own this product or does somebody else owns this product?

Who is your client? The client is somebody is paying your company to produce to product or is it the actual end user of the product?

- **The idea they are telling them that you are being a global talent/ promise.**
- **Focus on product companies as consultancy companies are not focused on the application and reduce the chance of being accepted.**

Is Your Work Innovative Enough? - Optional Criteria 1

Innovation = something new. In terms of technology or in terms of product.

Technology =creating new algorithms, creating of new data base, creating an architecture in new technical way to solve the problem,

Innovative = not existed before.

Like chatbots in the websites. It was innovative for 10 years ago but not innovative anymore.

This is very subjective and hard to prove.

A proof of recognition for work beyond the applicant's occupation that contributes to the advancement of the field – Optional Criteria 2

An activity outside of the work hours. Preferably not being paid for the work that has been done. The activity needs to be related to the occupation, and professional. For instance, for a software engineer volunteering in a tech charity or encouraging others in tech, mentoring, etc.

- Volunteering work for a charity website. (Volunteering needs to something related to a digital world).
- Mentoring – a charity looking for a mentoring, like teaching the code for refugees.
- Community work – participate in meetups, study groups.
- Tech events – organising tech events , participating in technical conferences as a volunteer.

- Supporting open-source – Depending on your documents the applicant can use the open source to prove the mandatory – it can be a small contribution like fixing the small bugs or it can be bigger contribution such as vulnerability.

In the way of proving; 1- Mention the project in the ref letter 2- Add a screenshot of Youtube screenshot, a picture, add something traceable.

This can be winning a Hackathon, Datathon etc.

Significant Contribution to Tech – Optional Criteria 3

This criterion is one of the easiest criteria to prove. Working on a specific project + showing your contribution.

The applicant needs to show that they made a significant contribution to one or more companies.

In terms of submission, create a separate Google document for each project + measure the impact of the applicant's work in each project.

Include the following:

- Why this project is technically difficult?
- Which technical difficulties the applicant has overcome to achieve the outcome?
- If it is a customer-based project, then focus on business metrics.
- The applicant needs to demonstrate his contribution.
- For instance; from through this project from free users to paid users.
- For instance; after the applicant's contribution, how many more people start for signing up the project?
- For instance; downloading and installing the screenshot from the apple store. For an application was 100 on the Apple Store then it increased to number 10.

If the applicant product owner/ product manager focus on the business metrics.

- A business metric is a quantifiable measure a business uses to track, monitor, and assess the success or failure of various business processes. The main point of using business metrics is to communicate an organization's progress toward certain long- and short-term objectives.

Regarding the Optional Criteria 3; mention Github profile. + Screenshot of the architecture diagram of a project. + mention the project description.

Significant Contribution to Academia- Optional Criteria 4

In this category, the applicant needs to provide documentation which confirm his/her contribution towards to the academia.