

# EU Blue Card Checklist

Step-by-step guide to obtaining an EU Blue Card visa for US citizens.

JACKSON & FRANK

## 1. Eligibility quick check

- I have a job offer from an EU employer (not Denmark or Ireland)
- My contract is for at least 6 months
- I hold a recognized university degree (Bachelor's or higher)
- My salary meets the country's threshold (see table below)

Tip: All four boxes must be checked to qualify. Salary is the most common deal-breaker.

## 2. Salary thresholds by country (2026)

Country	Standard threshold	Reduced rate*	Notes
Germany	€50,700/year	€45,934/year	Fastest PR path (21 mo.)
Netherlands	€5,942/month	€4,754/month	Monthly calculation
France	€59,373/year	—	Via Passeport Talent
Spain	1.4× avg. wage	0.8 coefficient	Formula-based
Italy	€33,500/year	—	Lower barrier
Poland	PLN 9,519/month	—	Best value-to-cost
Belgium	~€4,748/month	Varies	Regional differences

\*Reduced rates apply to shortage occupations or recent graduates (varies by country)

## 3. My target country analysis

Country: \_\_\_\_\_

My offer: € \_\_\_\_\_ /year

- Does my salary meet the threshold? **Yes**  **No**
  - Is my role in a shortage occupation? **Yes**  **No**  **Unsure**
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## 4. Required documents checklist

- Valid US passport (6+ months validity beyond planned stay)
  - Signed employment contract (minimum 6 months)
  - University degree + apostille or official translation
  - Degree recognition letter (if required by country)
  - Proof of health insurance coverage
  - Biometric passport photos (country specifications vary)
  - Completed Blue Card application form
  - Proof of accommodation (some countries require this)
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## 5. Application timeline

- Week 1-2: Gather and apostille degree documents
- Week 2-3: Obtain degree attestation (if needed)
- Week 3-4: Complete application forms + compile documents
- Week 4-5: Submit application to consulate/embassy
- Week 5-17: Processing period (up to 90 days per EU rules)
- Upon approval: Book travel + arrange accommodation

**Tip:** Start the degree attestation process early. It's often the longest step.

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## 6. Family reunification (if applicable)

- Spouse/partner documentation prepared
  - Children's birth certificates (apostilled)
  - Marriage certificate (apostilled)
  - Checked spouse's work rights in the target country
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## 7. Common pitfalls to avoid

- Salary just below threshold (negotiate up or consider another country)
  - Degree not recognized as equivalent (check before applying)
  - Missing apostille on documents
  - Applying to the wrong consulate jurisdiction
  - Underestimating processing times
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## 8. Quick decision matrix

<b>If you want...</b>	<b>Consider...</b>
Fastest path to permanent residency	Germany (21–27 months)
Predictable, clear requirements	Netherlands or France
Lower salary threshold	Italy or Poland
Large job market	Germany or France
English-friendly environment	Netherlands

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## Need personalized guidance?

[Contact Jackson & Frank](#) with your target countries and compensation offer.

We'll review your documents and coordinate with your employer for a compliant, successful application.

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*Sources: EU Immigration Portal • Make it in Germany • Netherlands IND • France-Visas • Spanish BOE*

*Updated: 13<sup>th</sup> February 2026*

**JACKSON & FRANK**