

# EU Blue Card Germany

Document Checklist 2026 · jobbatical.com

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## EMPLOYER RESPONSIBILITY

### Documents to be provided by the employer

HR and company documents required for EU Blue Card Germany employer compliance

Employer doc 01

#### Employment Contract / Job Offer

Critical — rejection risk

Jobbatical reviews this

Employer doc 02

#### Salary Proof — Meeting 2026 Blue Card Thresholds

Critical — automatic rejection if below threshold

Employer doc 03

#### Federal Employment Agency (BA) Approval

Conditional — required for certain roles

Jobbatical files this

Employer doc 04

#### Erklärung zum Beschäftigungsverhältnis (Employment Declaration)

Required

Jobbatical completes & reviews

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## EMPLOYEE RESPONSIBILITY

### Documents to be provided by the employee

Personal documents your hire must gather for their Germany work visa application

Employee doc 01

#### Valid Passport

Required

Employee doc 02

### Proof of Qualification — Degree Recognition

Top rejection cause

Jobbatical verifies via Anabin

Employee doc 03

### Completed VIDEX Visa Application Form

Required

Employee doc 04

### Biometric Photos

Required

Employee doc 05

### Health Insurance — Germany Coverage

Common rejection cause

Employee doc 06

### Proof of Funds & Accommodation

Required

Employee doc 07

### Flight Itinerary

Required

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## Document Specifications — Format, Timelines & Requirements

Detailed per-document requirements including accepted formats, processing timelines, mandatory inclusions, and the specific rejection causes to avoid.

### ■ Detailed document specifications are restricted

Format requirements, timelines, must-include fields, and rejection cause details are available exclusively to Jobbatical clients.

Book a demo to unlock full access:

<https://www.jobbatical.com/book-a-demo>

[support@jobbatical.com](mailto:support@jobbatical.com)

# Employer document specifications

Detailed format and compliance requirements

Employer doc 01

## Employment Contract / Job Offer

FORMAT

[Redacted]

MUST INCLUDE

[Redacted]

MINIMUM DURATION

[Redacted]

COMMON REJECTION CAUSE

[Redacted]

Employer doc 02

## Salary Proof — Meeting 2026 Blue Card Thresholds

GENERAL THRESHOLD (2026)

[Redacted]

FORMAT

[Redacted]

BOTTLENECK PROFESSIONS

[Redacted]

NOTE

[Redacted]

Employer doc 03

## Federal Employment Agency (BA) Approval

WHEN REQUIRED

[Redacted]

TIMELINE

[Redacted]

FORMAT

[Redacted]

RISK IF MISSING

[Redacted]

Employer doc 04

## Erklärung zum Beschäftigungsverhältnis (Employment Declaration)

WHAT IT IS

[Redacted]

SIGNATORY

[Redacted]

LANGUAGE

[Redacted]

COMMON ERRORS

[Redacted]

# Employee document specifications

Detailed format and compliance requirements

Employee doc 01

## Valid Passport

FORMAT

[Redacted]

VALIDITY REQUIRED

[Redacted]

ISSUED WITHIN

[Redacted]

BLANK PAGES REQUIRED

[Redacted]

Employee doc 02

## Proof of Qualification — Degree Recognition

WHAT'S NEEDED

[Redacted]

VERIFICATION ROUTE

[Redacted]

FOREIGN DEGREES

[Redacted]

TOP REJECTION CAUSE

[Redacted]

Employee doc 03

## Completed VIDEX Visa Application Form

FORMAT

[Redacted]

ACCURACY REQUIREMENT

[Redacted]

COMMON ERRORS

[Redacted]

Employee doc 04

## Biometric Photos

QUANTITY

[Redacted]

DIMENSIONS

[Redacted]

REQUIREMENTS

[Redacted]

REGENCY

[Redacted]

Employee doc 05

## Health Insurance — Germany Coverage

MINIMUM COVER

[Redacted]

COVERAGE PERIOD

[Redacted]

GEOGRAPHIC VALIDITY

[Redacted]

ACCEPTED PROVIDERS

[Redacted]

Employee doc 06

## Proof of Funds & Accommodation

PROOF OF FUNDS

[Redacted]

RISK

[Redacted]

ACCOMMODATION

[Redacted]

Employee doc 07

## Flight Itinerary

FORMAT

[Redacted]

NOTE

[Redacted]

MUST SHOW

[Redacted]

TIP

[Redacted]

Need help with your EU Blue Card application? Jobbatical handles the entire process. [Book a demo](https://jobbatical.com/book-a-demo) → [jobbatical.com/book-a-demo](https://jobbatical.com/book-a-demo) · [support@jobbatical.com](mailto:support@jobbatical.com)