

CHANCENKARTE · §20A AUFENTHG

What hiring me costs you

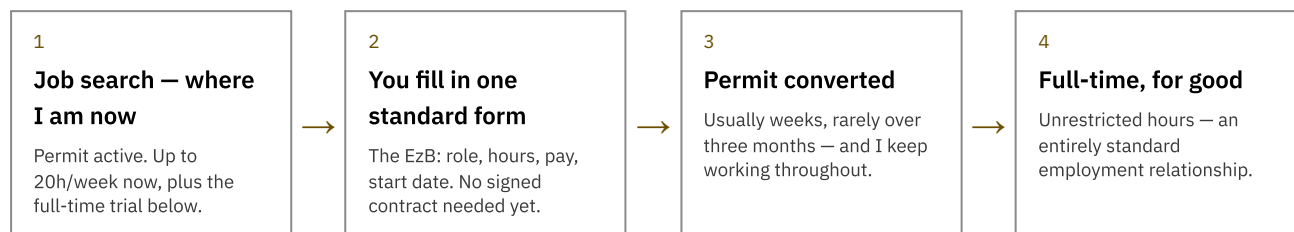
Nothing beyond the salary — no sponsorship, no fee, no visa procedure

Hiring someone from outside the EU is widely assumed to be expensive and slow. In my case it is neither. I already live in Frankfurt am Main and already hold a permit that lets me work, so there is no visa procedure, no sponsorship and no fee — Germany levies no employer charge of the kind the UK and the US do.

THE FOUR THINGS EMPLOYERS USUALLY ASSUME

<i>"I would have to pay you €48,000."</i>	That is the minimum salary for the EU Blue Card — a different permit, which I am not applying for. It does not apply to me. You pay the market rate for the role, exactly as you would any other candidate.
<i>"I would have to sponsor your visa."</i>	Germany has no employer sponsorship system and charges no sponsorship fee. Your cost here is €0 . This is the point most often confused with UK sponsor licences or the US H-1B.
<i>"There would be a lot of paperwork."</i>	One standard form — the EzB , used for every non-EU hire in Germany, blank copy enclosed. Role, hours, pay, start date. Nothing bespoke and nothing drafted by you.
<i>"You could not start until it is approved."</i>	I can start immediately — up to 20 hours a week right now, plus a two-week full-time trial, and I keep working throughout the conversion.

HOW I GET TO FULL-TIME



TRY ME BEFORE YOU COMMIT

A risk-free, two-week full-time trial (Probefbeschäftigung)

My permit already allows full-time work for up to two weeks at a stretch, as often as useful. No permit change and no paperwork on your side — just normal pay for those two weeks (a genuine employment relationship under §611a BGB, not unpaid work), and a direct way to see how I work before committing.

SOURCES

- § 20a AufenthG – Chancenkarte – https://www.gesetze-im-internet.de/aufenthg_2004/__20a.html
- § 18b Abs. 2 AufenthG – EU Blue Card, the route the €48,000 figure belongs to – https://www.gesetze-im-internet.de/aufenthg_2004/__18b.html
- § 19c Abs. 2 AufenthG and § 6 BeschV – employment on the basis of professional experience – https://www.gesetze-im-internet.de/beschv_2013/__6.html
- Erklärung zum Beschäftigungsverhältnis (EzB), Bundesagentur für Arbeit – https://www.arbeitsagentur.de/datei/erklaerung-zum-beschaeftigungsverhaeltnis_ba047549.pdf
- Make it in Germany – Employing Chancenkarte holders – <https://www.make-it-in-germany.com/en/companies/entry/employing-chancenkarte-holders>

Enclosed with my application, current as of September 2026 (§§18, 18b, 19c, 20a AufenthG, §6 BeschV, §611a BGB) — for orientation, not legal advice.