

ZENK is an independent full-service commercial law firm with around fifty lawyers and notaries at its offices in Hamburg and Berlin, as well as its own tax consultancy, advising on national and international projects in all core areas of commercial law.

We advise and represent employers and their potential employees nationwide in a comprehensive and qualified manner on all questions concerning labour and residence law. Based on many years of practical experience, we have the legal knowledge but also the necessary pragmatic approach to provide you with the best possible advice on employing foreign staff representing you at the competent authorities.

AREAS OF COMPETENCE

- Capital Markets, Private Equity & Finance
- Corporate Law | Mergers & Acquisitions
- Corporate Restructuring | Insolvency
- Food | Consumer Goods | Goods and Services
- Industry Establishment and Infrastructure | Environment | Energy
- IP | IT | Competition | Intellectual Property
- Labour Law | **Residence Law and Immigration of Skilled Workers**
- Real Estate | Construction
- Mediation | Litigation
- Notary's Office
- Public Law | Public Tenders | Grants and Subsidies | Public Procurement Law | Municipal Law and Essential Services Provision
- Taxes

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ZENK

**RESIDENCE AND
SKILLED LABOUR
IMMIGRATION LAW**



YOUR EXPERTS FOR EMPLOYING FOREIGNERS IN GERMANY

Regardless of whether you are a small business, a medium-sized company or a corporate group, employers must comply with numerous legal requirements when employing so-called third-country nationals.

We are able to advise you on all questions of residence and labour law relating to the hiring, entry, residence and employment of future employees. Residence law not only raises complex questions of substantive law that need to be considered when employing foreign staff, but also raises procedural issues that we can support on.

The main areas of our expertise are:

- Preparation of employment contracts, including ensuring that compensation terms match those required for employing foreign nationals
- (Preliminary) approval procedures of the Federal Employment Agency
- Application procedures for all residence permits and their renewal, i.e. from visa to residence permit, EU Blue Card to long-term settlement permit
- Interim (preliminary) permits and related rights and obligations
- Employer obligations such as due diligence, notification and documentation obligations
- Cross-border employee transfers among corporate groups with operations in Germany and elsewhere, limited-term secondments and long-term employee relocation

Our experts on residence law offer you well-founded and practical advice from a single source at all stages of hiring and employing foreign staff. We support the application process and liaise with all authorities such as the German embassies, the foreigner residency permit authorities and the Federal Employment Agency.