

The recruitment process for foreign healthcare workers

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Step	Description	Responsible	Estimated Time in days
1	Vales Shares Job Oppurtunity Letter with language School	Vales	1
2	The language school presents the opportunity to qualified candidates.	Language School	7
3	The language school submits at least three candidate proposals for each position	Language School	1
4	Vales checks the candidates and submits the decision with whom interviews will be arranged	Vales	7
5	Interviews are conducted between the employer and the candidate.	Vales, Candidate	7
6	The final decision will be communicated to the Canidate. Canidates could accept the offer.	Vales, Canidate	14
7	Vales sharess the employment contract, Canidate is signing and sending back.	Vales, Canidate	2
8	The language school will send Vales the necessary documents from the healthcare professional. If the B2 language certificate is not yet available, the B1 certificate will be sent provisionally.	Language School	3
9	As soon as the B2 language certificate is available, the language school will send the documents to Vales	Language School	



10	Vales applies for recognition of the training and the granting of the visa with the accelerated entry programme in Germany	Vales	Up to 42
11	Vales informs the language school about the positive decision. Candidate makes decision on the Annerkennungsprocedure.	Vales, Candidate	1
12	The candidate must attend an appointment at a German diplomatic mission abroad to obtain the visa in their passport. At this point, a positive decision has already been made regarding the granting of the visa.	Language School, Candidate	Up to 30
13	The language school informs Vales after Candidate has made an appearance at the diplomatic mission abroad	Language School	1
14	Vales is coordinating the relocation of the specialist to Germany.	Vales	Up to 14
15	Vales receives the candidate in Germany	Vales	1
16	The candidate starts work		