

Is your company planning an expansion to the Republic of Azerbaijan? During this exciting time of growth for your business, it's important to hire a talented team of employees and make sure that they remain compliant with the country's laws and regulations. If you're unsure of what types of visas your employees need or you don't know how to get a work visa in Azerbaijan, your company may face fines or operational delays.

Types of Work Visas in Azerbaijan

Like any other country, Azerbaijan has a specific set of regulations regarding the issuance of visas for foreign nationals who wish to travel within its borders. Typical visas issued by the government in Azerbaijan include:

- Tourist visa
- Transit visa
- Business visa
- Diplomatic visa
- Official visa

These visas allow foreign nationals to stay in Azerbaijan for varying lengths of time. However, to work in Azerbaijan, foreigners will need to obtain a work permit as well as a temporary residence permit that will allow them to stay in the country legally.

Requirements to Obtain Azerbaijan Work Visas

To live and work in Azerbaijan, foreign nationals will need both a temporary residence permit and a work permit. The duration is the same for each of these permits, and the required documents for both are submitted together. These documents include:

- A duly completed application form
- Notarized copies of any documents in support of the prospective employee's professional qualifications
- An identity document for the employee
- The employee's work history for the previous five years
- A health certificate for the employee confirming that they are not carrying HIV or

Hepatitis B or C

- A copy of the employee's passport, which must be valid for at least six months after the planned arrival in Azerbaijan
- A copy of a document that certifies the employee's right to stay in Azerbaijan
- A reference confirming the necessity for a specialized worker

Application Process

In Azerbaijan, it is the responsibility of the employer to obtain work permits for any foreign employees. Employees will need to provide any relevant documents to the employer so that they may be submitted during the application process.

The employer will need to provide evidence to the State Migration Service that the foreign employee is at least 18 years old and that the position cannot be filled by any eligible job seekers in Azerbaijan. After justifying these points, the employer should submit the required documents listed in the previous section.

After receiving all of the necessary documents, the State Migration Service will make a decision on the issuance of a work and temporary residence permit.

Azerbaijan's work permits are typically issued within 30 working days. In the event that a work permit application is rejected, the applicant will receive a notification in writing within five business days.

Upon approval, the applicant may travel to Azerbaijan and begin working.

Other Important Considerations

In Azerbaijan, work permits are issued for an initial period of one year. Permits can be renewed in one-year increments up to four times.

Your employees should also be aware of the process of obtaining a permanent residence

permit. After living in Azerbaijan for two years with a temporary residence permit, they may apply for a permanent residence permit.

Partner With Globalization Partners

As you navigate the process of international expansion, consider working with an [experienced Global PEO](#). The Globalization Partners team can ensure that your company is compliant with all of the laws and regulations in Azerbaijan.

[Get in touch with us today](#) to learn more about our solution.