

When you take your business overseas, you'll need to create a talented team that supports your growth. While this workforce will include your new country's residents, you might choose to send some current employees abroad, too. If you decide to send nonresidents to your new entity, you'll need the correct documentation for them to live and work in your country of choice.

Types of Work Visas in the Marshall Islands

In the Republic of the Marshall Islands, nonresident employees need a work visa and a work permit to enter and work in the country. A work visa allows noncitizens to enter at the borders, while a work permit lets them work on the islands. While there's only one visa type for employment, there are a few different permits.

The Marshall Islands work permit options include:

- **Foreign investor:** This permit is for business people looking to implement an investment. Visitors must apply for this permit when they're self-employed or looking to hire skilled nonresident employees.
- **OSL professional:** Any person wanting to fill a position on the occupational shortages list (OSL) must apply for this permit.
- **General:** If a nonresident individual is looking for employment in the country, and they're not on the OSL, they should apply for the general permit category.
- **Family:** When a nonresident applicant is legally married to a Marshallese citizen, they can apply for a family work permit.
- **Temporary:** Applicants should seek this permit when they're interested in employment for six months or less.

Requirements to Obtain a Marshall Islands Work Visas

The requirements for a work permit application will vary depending on the type you apply for. To get a general work permit, applicants will need the following:

- A completed application with an employer and worker declaration
- A Foreign Investor Business License for nonresident employers

- Proof that the position was advertised for three weeks
- Proof that the search did not yield any resident applicants
- Evidence the applicant meets job requirements
- Police and health clearances from the applicant's place of residence in the past five years
- A receipt for the application fee

The requirements include information from the employer, so it's helpful for you to stay involved in your nonresident worker's application process. For their work visa application, they'll need a valid passport, completed form, and receipt of payment.

Application Process

Before starting the permit and visa application process, the applicant and employer must register with the Labor Division. Both parties will need to provide relevant information, including name, address, duration of employment, and any other details the Director of Labor requests.

Once the applicant receives clearances from the Labor Division, they can submit all relevant applications and documents to the department to obtain a work permit. After receiving a work permit, the employee can apply for their work visa. The Labor Division will send clearance for the visa to the Immigration Division.

Other Important Considerations

Work visas are valid for two years, and general work permits are valid for one. Nonresidents must reapply for work permits after one year, and they must re-enter the country when their visas expire.

It's also important to note that certain residents are exempt from visa requirements, including:

- United States citizens.

- Palau citizens.
- Citizens of the Federated States of Micronesia.

All other residents should apply for visas before entering the country.

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