

International Recruitment Process Flow

From Initial Recruitment to Professional Practice Authorisation in Germany

Public Process Description pursuant to RAL-GZ 912 – Indicator 3.1.1

Purpose of this Process Description

IndoMedCare presents the recruitment and professional recognition process publicly and in a manner appropriate for the intended audience. The following steps describe the typical pathway for nursing professionals already qualified abroad. Depending on the federal state, competent authority, qualification, language level and individual case, individual steps may take place in parallel or in a different order.

Process Overview

1	Information & Initial Contact	2	Application & Pre-selection
3	Recruitment Agreement	4	Language & Documents
5	Recognition Application	6	Matching & Employer Interview
7	Employment Contract & Visa	8	Entry & Integration
9	Compensatory Measure	10	Professional Practice Authorisation

Key Stages in Detail

1 Information and Non-Binding Initial Contact

Interested nursing professionals receive early information about the skilled migration process, professional recognition, the Employer-Pays Principle, their rights and available complaint channels. The current information brochure “Faire Anwerbung Pflege Deutschland” is provided in good time and in a language the nursing professional can understand.

2 Application, Eligibility Review and Pre-Selection

IndoMedCare reviews the basic eligibility requirements, in particular professional qualification, professional registration, work experience where available, language level and completeness of the required documents. Selection is based on transparent criteria as well as the individual suitability and preferences of the applicant.

Written Recruitment Agreement

3

Before the recruitment relationship becomes binding, the essential rights, obligations, services, contact persons and cost arrangements are explained in writing. Recruitment is free of charge for the nursing professional under the Employer-Pays Principle. No recruitment fees, deposits or security payments are required from the nursing professional.

Language Qualification and Document Preparation

4

Depending on the starting point, German language training is provided up to the required level. In parallel, the documents required for recognition and entry are compiled, translated and, where necessary, certified or authenticated. Original documents generally remain with the nursing professional and are not retained as security.

Application for Professional Recognition

5

The application for recognition of the foreign nursing qualification is submitted to the competent German recognition authority. The authority assesses the equivalence of the qualification. The outcome may be full equivalence or a deficit notice identifying substantial differences.

Matching, Employment Offer and Employer Interview

6

IndoMedCare introduces suitable employers. The nursing professional is free to decline any offered position. Before the employment contract is concluded, a personal or virtual meeting takes place with the prospective employer. Essential information about the position is provided in writing and in good time before contract conclusion in accordance with the applicable requirements.

Employment Contract, Fast-Track Skilled Worker Procedure and Visa

7

Once a position has been selected voluntarily, the employment contract is concluded directly between the nursing professional and the employer. Where appropriate and agreed, the fast-track skilled worker procedure is coordinated. The required visa or residence permit is then applied for to enable entry and professional recognition or employment in Germany.

Entry into Germany and Structured Integration

8

After the visa has been issued, the nursing professional enters Germany. Depending on the project, IndoMedCare provides support with airport pick-up, accommodation, residence registration, health insurance, bank account, tax ID and other organisational steps. The employer and IndoMedCare support workplace and social integration.

Compensatory Measure in Case of Partial Recognition

9

If substantial differences have been identified, the nursing professional completes the required compensatory measure. Where the law provides a choice, neutral information is provided about the knowledge test and adaptation programme; the nursing professional makes the decision independently. After successful completion, the recognition process continues.

10

Verification of Further Requirements and Professional Practice Authorisation

For final professional authorisation, the additional requirements applicable in the individual case must be demonstrated in addition to professional equivalence, in particular sufficient German language skills, personal reliability and health suitability. Once these requirements have been positively assessed, the competent authority grants professional authorisation or permission to use the protected professional title. From that point onwards, the person may practise as a fully recognised nursing professional in accordance with the authorisation granted.

Key Principles Throughout the Entire Process

- Participation in the recruitment process and acceptance of a job offer are voluntary.
- The nursing professional does not pay any placement or recruitment fees to IndoMedCare.
- Recruitment-related costs are allocated in accordance with the applicable Employer-Pays Principle.
- No deposit, security payment or retention of the passport as security.
- Essential information is provided in writing, in good time and in an understandable form.
- The nursing professional may seek independent advice and submit complaints without disadvantage.
- IndoMedCare supports the process; however, official decisions and processing times remain the responsibility of the competent authorities.

Note on Duration and Sequence

The total duration varies from case to case and depends, among other things, on the language level, completeness of documents, competent recognition authority, outcome of the equivalence assessment, any required compensatory measure, visa procedure and employer process. Several procedural steps may take place in parallel. The sequence shown therefore represents a typical process and does not constitute a binding official processing-time guarantee.

Contact Persons and Complaints Channel

Questions, feedback or complaints may be submitted confidentially to IndoMedCare at any time. Complaints are documented and are generally processed within a maximum of three weeks.

Dr. Lijo Jose Vattoly	Email: info@indomedcare.de Mobile: +49 152 08084432
Dr. Alina Mary Antony	Email: info@indomedcare.de Tel.: +49 4804 1874997

Status: 14 September 2026