

Attention Employers and HR Teams: Hiring International Talent Just Got Much Easier.

Must-Read for Employers: Starting in 2026, Recruiting Global Talent Is More Streamlined



Is Your Company Struggling to Find Talent?



Close The Talent Gaps

Quickly fill technical roles and frontline management positions that the local market find hard-to-fill.



Expand Your Overseas Market

Tap into native-language strengths and cultural insight to secure opportunities and communicate smoothly with international clients.



Drive Company Transformation

Bring in talent with global perspective and new skills to raise your company's management and technical capabilities.

A Simplified Hiring Process for Foreign Talent

The international talent hiring process has been optimized and streamlined. This guide outlines three clear application pathways: from the newest, most convenient option to a fast track designed for top specialists.



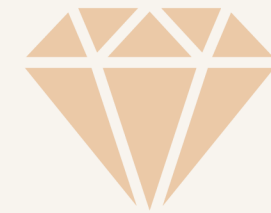
Overseas Compatriot and International Graduates

The easiest and most direct hiring channel for international talent.



Foreign Professionals

The standard hiring route for candidates with relevant work experience.



Elites and Global Graduates

For hiring top-university graduates and Employment Gold Card holders.



Overseas Compatriot and International Student Graduates: A 2-Year “Golden Open Work Period”



After graduation, Overseas Compatriot and international students may obtain a 2-year extended residency. During this period, they may work freely – full-time or part-time – without a separate work permit. This allows employers to directly engage and hire a pool of high-potential candidates who can start immediately, removing administrative delays, shortening hiring timelines, and increasing staffing flexibility.



Recruitment Flexibility

Within the 2 years after graduation, employers may hire these graduates for any role, without restrictions on job type (full-time, part-time, or project-based are all accepted.)



No Work Permit Required

Employers do not need to apply to the Ministry of Labor for a work permit, significantly reducing administrative burden.

(Note: Labor insurance and National Health Insurance enrollment must still be completed as required.)



No Minimum Salary Threshold

During this 2-year period, the foreign professional minimum monthly salary threshold (e.g., NT\$47,971) does not apply.



Two-Way Evaluation Mechanism

Employers can use this period to assess candidates' capabilities and cultural fit, then extend an offer of regular employment if appropriate.



General Foreign Professionals or Overseas Compatriot / International Student Graduates After the 2-Year Period



Employer (Company) Qualifications

- Newly established companies under 1 year: Paid-in capital of at least **NT\$5,000,000**.
- Companies established 1 year or more: Annual revenue in the most recent year, or average annual revenue of at least **NT\$10,000,000**.



Employee (Talent) Requirements

- Salary threshold: Average monthly salary of at least **NT\$47,971**. (Note: This threshold does not apply if the candidate qualifies under the Points-Based System)
- Work experience: In principle, **2 years** of relevant work experience are required. (Overseas Compatriot/international student graduates are exempt from this requirement.)



Elite Fast Track: Experience Waived, Procedures Simplified

To help companies compete for world-class talent, the government offers special benefits and exemptions for graduates of top global universities and for Employment Gold Card holders.



Graduates of the World's Top 1,500 Universities

Exempt from the 2-year work experience requirement.



Graduates of the World's Top 200 Universities

May apply independently for an individual work permit, fully removing employer-side hiring procedures.



Employment Gold Card Holders

Highly skilled and job-ready professionals with international experience open to engage in professional work in Taiwan.

Talent Taiwan is Here to Support Your Recruitment Process.



Policy Consultation: Dedicated specialists to clarify hiring pathways, regulations, and procedures for international talent.



Job Visibility: Boost your job openings through our website, newsletters, and online/offline events.



Case-by-Case Guidance: Tailored support to bridge your hiring needs with the Points-Based System or standard work visa applications.



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