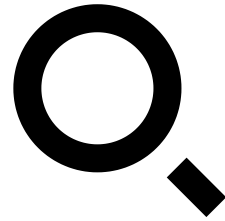
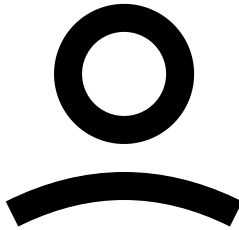


 Menu

*Last update: 11 November 2022*

You want a residence permit for your foreign employee who is essential to your start-up. If your employee wants to live and work in the Netherlands, your employee needs a residence permit. Read what the requirements are and how to apply.

- > **Requirements**
- > Process and costs
- > Application forms
- > The residence permit
- > See also

### **A valid provisional residence permit (MVV) is needed for this application**

Sometimes, a [provisional residence permit \(in Dutch: machtiging tot voorlopig verblijf or MVV\)](#) is not needed. See the [overview of MVV exemptions](#). If an MVV is not needed, select No MVV needed.

☒ MVV needed☐ No MVV needed

Your employee is Turkish

The residence permit for essential start-up personnel is a pilot project. This pilot project will continue for 1 year after the pilot project. The following requirements apply to you and your employee:

- You and your employee meet the general [requirements that apply to everyone](#).
- You have an innovative start-up company with scalable activities. This means that your company can grow along with the demand for the product or service. The start-up is innovative in the following situations:
  - The product or service is new to the Netherlands.
  - The start-up uses new technology in its production, distribution and/or marketing.
  - The start-up has a new manner of working and organising.
- A maximum of 15 employees work at the start-up.
- The start-up can apply for a residence permit for essential start-up personnel, for 5 foreign employees at most.
- The employee is an expert in a special field that the start-up needs in this start-up stage.
- The employee has an employment contract with the start-up.
- The employee meets the [income requirements](#).
- The employee will be given at least a 1% share in the company (employee participation). The employee will be given:
  - Shares in the company.
  - Depositary receipts for shares in the company.
  - Share options. These give the employee the right to purchase shares in the company. The price of these shares is agreed in advance.
- The employee will be given the shares within up to 3 years after the contract started. The employee will always be entitled to shares. No requirements apply to this, such as achieving certain accomplishments.

## Advice of the Netherlands Enterprise Agency (RVO)

The IND will ask the Netherlands Enterprise Agency (in Dutch: Rijksdienst voor Ondernemend Nederland or RVO) for advice. RVO gives advice on:

- The start-up and innovative nature of the company. This advice is valid for 3 years from the start date of the first employee receiving a residence permit for essential start-up personnel.
- Which major role the employee will have at the company. And whether the employee will get an employee participation scheme.

Does the same start-up submit a new application for essential start-up personnel within 3 years? Then the IND will ask the RVO only for advice on the employment contract. RVO uses [the assessment framework for essential start-up personnel \(only in Dutch\)](#).

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Process and costs

Your employee is Turkish

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Your employee is Turkish

