An Roinn Gnó, Fiontar agus Nuálaíochta
Department of Business, Enterprise and Innovation

# Critical Skills Employment Permit

This form should be used by either the Person who has made the offer of employment or the Foreign National, the subject of that offer of employment, who wish to apply for:

- an employment permit for an employment in respect of which there is a shortage in respect of the relevant qualifications, experience or skills which are required for the proper functioning of the economy and which employments are listed in Schedule 3 in the Principal Regulations, as amended, or
- all other employments with an annual remuneration of €64,000 or more, other than those employments for which an employment permit shall not be granted and which employments are listed in Schedule 4 in the Principal Regulations, as amended.

For permission to work in the State for a period of less than 90 days, the Atypical Working Schemeoperated by the Department of Justice and Equality may be appropriate.

Before completing this form, please read the relevant permit information which is available on our website at: https://dbei.gov.ie/en/What-We-Do/Workplace-and-Skills/Employment-Permits/Permit-Types/General-Employment-Permit/.

Data Protection and the General Data Protection Regulation (GDPR):

You should also read our Privacy Notice which is available at: Privacy Policy

This privacy notice is intended to provide you with information about the personal information we collect about you and how that information is used and shared when we process your Employment Permit or when we communicate with you such as sending you a letter or replying to your e-mail or telephone message. It also sets out your privacy rights and how to make a complaint if you have concerns about how we process your personal data.

## Introduction

| | | |
|---|---|---|
| 1. | **Who is the Applicant:** | Foreign National |
| 2. | **Are you an Agent acting for the Applicant:** | |

## Part One — Registration Details

| | | |
|---|---|---|
| 1. | **Employer Registered Number:** | 8284822D |

| | | |
|---|---|---|
| **2.** | **Company Name Registered Number (if applicable):** | 284822 |
| **3.** | **Business Name Registered Number (if applicable):** | N/A |
| **4.** | **If the Person who has made the offer of employment is a Charity, please supply the Charity Number:** | N/A |
| **5.** | **If the Person who has made the offer of employment is an Industrial and Provident Society, a Friendly Society or a Trade Union, please supply their Registration Number:** | N/A |
| **6.** | **Is the Person who has made the offer of employment a Limited Company?:** | Yes |
| **7.** | **Registered Name of Company/Business:** | Declan M Fitzgerald Systems Limited |
| **8.** | **Trading Name of Business (if different):** | N/A |

**9.**      **Nature of Business:**

Software

**10.**      **Company/Business Address**

| | |
|---|---|
| **Address 1:** | DMF Systems, Unit 3, Plato Business Park Damastown Road |
| **Address 2:** | |
| **Town:** | Damastown |
| **Postcode/Eircode:** | D15Y504 |

| | |
|---|---|
| **Country:** | Ireland |
| **County:** | Dublin |
| **Telephone Number:** | 353 018260470 |
| **Mobile Phone Number:** | N/A |
| **E-mail address:** | info@dmf.ie |
| **Website:** | https://www.dmfsystems.ie |

11. **Number of EEA\* and/or Swiss nationals (including Irish) currently employed by the Person who has made the offer of employment:** — 10

12. **Number of non-EEA nationals currently employed by the Person who has made the offer of employment:** — 5

\*The EEA comprises the Member States of the European Union together with Iceland, Norway &Liechtenstein.

13. **Please provide details of a person, within the company who is authorised to deal with any queries arising from this application and future applications for Employment Permits (person must be employed within the company, agent details to be provided elsewhere)**

| | |
|---|---|
| **Title:** | Mr |
| **Name:** | Declan M Fitzgerald |
| **Position Held in company:** | Managing Director |
| **Telephone Number:** | 353 868301849 |
| **Mobile Phone Number:** | 353 868301849 |

| | | |
|---|---|---|
| **E-mail address:** | | declan@dmf.ie |

| **Part Two** | **Details of Foreign National** |
|---|---|

These details must be entered exactly as they appear on the Foreign National's passport. Please do not enter these details in Block Capitals but use Title Case e.g. John Smith.

| 1. | **Passport Number:** | N2001864 |
|---|---|---|
| 2. | **Expiry Date:** | 13/08/2025 |
| 3. | **National of:** | India |
| 4. | **Title:** | Mr |
| 5. | **First Name:** | Varun Bantwal |
| 6. | **Middle Name(s):** | N/A |
| 7. | **Family Name:** | Shenoy |
| 8. | **Date of Birth:** | 11/05/1996 |
| 9. | **Sex:** | Male |
| 10. | **Current Address** | |
| | **Address 1:** | 404 Collins Avenue, Whitehall, Dublin 9 |
| | **Address 2:** | |

|  |  |  |
|---|---|---|
| | **Town:** | Dublin |
| | **Postcode/Eircode:** | D09YV52 |
| | **Country:** | Ireland |
| | **County:** | Dublin |
| **11.** | **Telephone No:** | 353 851129699 |
| **12.** | **Mobile Phone No:** | 353 892314009 |
| **13.** | **Please provide the Foreign National's PPS Number if available:** | 1155819QA |
| **14.** | **E-mail address:** | varun@dmf.ie |
| **15.** | **Is the Foreign National currently in the State?:** | Yes |
| | **(a) Is the Foreign National in the State on a Working Holiday Authorisation?:** | No |

**16. Please describe on what basis are they currently in the State, and complete GNIB card details, as requested, below:**

IRP: Currently staying in a third level graduate scheme(1G) visa bearing the number : 821634

Enter below details exactly as they appear on the Foreign National's GNIB card*

| **17.** | **GNIB Pin No:** | 821634 |
|---|---|---|
| **18.** | **Dept. No.:** | N/A |

*If the Foreign National is in the State but does not have a GNIB personal identification number then please supply a copy of the current immigration stamps and visa.

If the Foreign National has held consecutive employment permits for an uninterrupted period of 5 years and has been working lawfully during this time, s/he may be eligible to apply for a Stamp 4 permission to remain from the Irish Naturalisation and Immigration Service. However, if the Foreign National is unable to obtain a Stamp 4, an employment permit will be required. If this is the case, by submitting this application the Foreign National confirms that s/he has considered the available options and believes that an employment permit is still required.

| | | |
|---|---|---|
| **19.** | **Highest level of Qualification relevant to the employment: e.g. Certificate, Diploma, Degree, etc.:** | ISCED 7 Postgraduate certificate/diploma |
| **20.** | **Date of Completion:** | 04/10/2018 |
| **21.** | **Title of Course:** | Future Networked Systems(Computer Science) |
| **22.** | **Final Subjects Taken** | Advance Software Engineering |
| | | Distributed Systems |
| | | Artificial Intelligence |
| | | Urban Computing |
| | | Scalable Computing |
| | | Machine Learning |
| | | Data Visualisation |
| | | Innovation |
| **23.** | **Result Achieved: e.g. 2.1:** | 2:1 |
| **24.** | **What Field of Learning is the Qualification in?:** | 06 – Information  communications technologies |

| 25. | **Has the Foreign National previously made an application for asylum in the State?:** | No |
|-----|-----|-----|
| 26. | **Has the Foreign National sought permission to land in the State on a previous occasion?:** | No |
| 27. | **Has the Foreign National been in the State on a previous occasion without permission?:** | No |
| 28. | **Is the Foreign National currently employed in the State?:** | Yes |

29. **Please describe on what permission they have to be employed:**

IRP: Third level graduate scheme(1G) visa bearing the number:821634

| 30. | **Has the Foreign National been employed in the State previously?:** | Yes |
|-----|-----|-----|

31. **Please describe on what permission they had to be employed:**

Under stamp 2 I was allowed to work for 40 hours. I was permitted to work 40 hours per week in the month of October, November, December. In the month of January, I was registered under Stamp 1G visa I was employed with a food production company named Leo Murphy and DNATA. IRP: Third level graduate scheme(1G) visa bearing the number: 821634

| 32. | **Is the Foreign National married to, or in a civil partnership with, an Irish or EEA national?:** | No |
|-----|-----|-----|
| 33. | **Is the Foreign National the spouse, civil partner or the dependant of, the holder of an Employment Permit or the holder of any other type of permission to work in the State?:** | No |

| **Part Three** | **Details of Redundancy** |
|-----|-----|

To be completed by the Person who has made the offer of employment in respect of any dismissals by reason of redundancy within the meaning of section 9 of the Redundancy Payments Act 1967 and where such dismissal was attributable wholly or mainly to the conditions specified in paragraphs (a), (b), (c), (d) or (e) of section 7(2) or to section 21 of that Act.

| | | |
|---|---|---|
| 1. | **Have any employees of the Person who has made the offer of employment, the Connected Person or the Relevant Person been made redundant in the employment that is the subject of this Employment Permit application over the last six months?:** | No |

| Part Four | Details of Employment |
|---|---|

| | | |
|---|---|---|
| 1. | **Title of Job:** | Software Development Engineer |
| 2. | **Is the application in relation to Health Professional?:** | No |
| 3. | **Is the application in relation to Security Officer or Private Investigator?:** | No |
| 4. | **Regulatory Body:** | N/A |

5. **Place(s) at which the employment concerned is to be carried out**

**Employment Address**

| | |
|---|---|
| **Business Name:** | DMF Systems(Declan M Fitzgerald Systems) Limited |
| **Address 1:** | DMF Systems, Unit 3, Plato Business Park, Damastown Road |
| **Address 2:** | |
| **Town:** | Damastown |

|  | Postcode/Eircode: | D15Y504 |
|---|---|---|
|  | Country: | Ireland |
|  | County: | Dublin |

| 6. | Proposed Period of Employment Permit (in months): | 24 |
|---|---|---|
| 7. | Proposed Start Date*: | 18/12/2020 |

We recommend all Employment Permit applications be submitted to the Department at least 12 weeks before the proposed start date of employment.

**8.** **What are the main functions of this job:**

To work as a member of the Software Development Team and participate in the complete development process from obtaining and understanding user requirements, understanding software development, and understanding the installation and support of the system in the client's site. To work with clients and team members to analyze existing code bases and systems, to provide high-quality advice, development, tailoring, and other project implementation deliverables as necessary. Deployment and Publishing Application Installation (Implementation) including IIS Deployments. Software testing

**9.** **Please detail the qualifications, skills, knowledge or experience required for this job:**

Qualifications: Bachelors or any relevant qualifications in Computer Science Skills and Knowledge Required are mentioned below oC#, .net framework, Visual Basic oMVC, MVVM, WebApi, REST oMicrosoft SQL Server (SQL / T.SQL) oWeb Forms oEntity Framework oJava Script oTypescript, CSS, JQuery, Bootstrap, Ajax oMicrosoft Power BI •Deployment and Publishing Application Installation (Implementation) including IIS Deployments •Azure platform configuration and implementation knowledge. •Expertise in testing and fixing bugs in software applications and handling related quality assurance tasks. •Excellent interpersonal and communication skills. •A high capacity for responsibility and individual initiative. •An ability to write clear and concise English (Clear documentation skills.)

**10.** **Please detail the relevant qualifications, skills, knowledge and experience of the Foreign National:**

Qualification Pursued Post Graduate Diploma from Trinity College Dublin with 2.1 honors in Computer Science Pursued Bachelors in Electronics and Communication Engineering with 1.1 honors Technologies Involved in the Job: SQL, C#, .NET Core, Python, Visual Basic, SQL, Docker, Power BI, Power Apps, Azure, Scripting Internship Experience Virtual Internship on Software Development- JP Morgan Chase

| 11. | Did you use an Agent/Recruitment Agency to recruit the Foreign National?: | No |
|---|---|---|

**12.  Please provide details of the recruitment method:**

Face to Face Interview including Technical test was conducted

## Details of Remuneration

| 1. | Gross Annual Remuneration*: | 32000 |
|---|---|---|
| 2. | Gross Annual Salary (if different from above): | N/A |
| 3. | Gross Weekly Salary: | 615.38 |
| 4. | Hourly Rate of Pay: | 15.77 |
| 5. | Are there deductions from the Gross Weekly Salary?: | No |
| 6. | Are payments in respect of health insurance part of the remuneration package?: | No |

* All amounts which make up the basic salary must appear as payments on the payslips. If Health Insurance is being included in the Gross Annual Remuneration this must be verifiable by way of supporting documentation in the event of a Workplace Relations Commission (WRC) inspection.

Health Insurance can only be considered if the provider of the health insurance is a person entered in the Register of Health Benefits Undertakings referred to in section 14 of the Health Insurance Act, 1994.

| 7. | Number of hours of work per week: | 39 |
|---|---|---|

*Please note that for the purposes of Employment Permit applications, the standard working week is considered to be 39 hours per week.

## Part Five — Details of Payment

Payments must be made by Debit/Credit Card through our secure Payments Service Provider at submission of the application.

It is important to note that in line with the Employment Permits Act 2006, as amended, should an application for an employment permit be refused or withdrawn the prescribed portion of the fee (90%) will only be refunded to the Applicant's* bank account.

* the person indicated as the Applicant in the Introduction Section, Question 1.

1. **Please indicate who is making the payment:** Foreign National

2. **Title:** Mr

3. **Name:** Varun Bantwal Shenoy

4. **Company (if applicable):**

5. **Telephone Number:** 353 851129699

6. **Mobile Phone Number:** 353 892314009

7. **E-mail address:** varun@dmf.ie

## Part Six — Final Details

1. **Select where to post the Original Employment Permit to:**

2. **Select where to post the Certified Copy of Employment Permit to:**