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**Skilled Worker Visa Assessment Questionnaire**

**Cognizant currently holds a Premium A rated sponsor licence and as such Cognizant must adhere to sponsor obligations that have been entrusted on us by the UK Home Office.** Any failure to do so, may jeopardise our licence and prevent us from sponsoring any associates. Therefore, putting at risk the immigration status of our sponsored associates. It is therefore paramount that we take our role as a premium A rated sponsor very seriously.

**As part of our sponsor obligation, we must ensure that we are sponsoring our associates under the appropriate visa category for the role/work that they will be doing in the UK.**

**At this time, the default position of Cognizant Worldwide is to utilise the Inter Company Transfer visa wherever this is possible. This aligns to our current operating and assignment model to the UK and meets the vast majority of our needs.**

The **Skilled Worker** route replaced the Tier 2 (General) route on 1st Dec 2020 for non-EU nationals and 1 Jan 2021 for EU nationals. **The route is for workers who have an offer of a skilled job from an employer in the UK that cannot be filled by a settled worker and includes workers coming to the UK to fill shortage occupations or long term/permanent roles**.

Whilst the Resident Labour Market Test (advertising requirement) has been removed, Cognizant must still be seeking to **fill a genuine vacancy** which meets the skill and salary thresholds of the new route. **The Home Office will monitor the applications that we submit under this new route.**

If an associate however, is required to come to the UK or continue on in the UK on a **temporary assignment** to meet specific business/project needs then the **Intra- Company Transfer route** should be explored as a visa option and this questionnaire can be disregarded.

**Please see the** [**FAQ document**](https://be.cognizant.com/documents/preview/855428/Understanding-the-new-UK-Points-Based-System) **available on Be.Cognizant for further information on the UK’s new Points Based System**

**The following questions are to be completed by the relevant Business Unit and uploaded onto the Visa Request App together with an email approval from the Business Unit Delivery lead.**

**Personal Details**

1. Employee ID : 123502
2. Employee Name : Jegan Maharajan
3. Hire Date. : 21/March/2005

**Project Details**

1. Project manager’s name. : Viji Chinnusamy
2. Project manager’s employee ID : 123491
3. Project code to be billed for visa costs : 1000327316. - HM Cour-CFT Common Components

**Immigration Background**

1. Is the associate currently in the UK?

*(If yes, please complete questions (a) to (e) below. If no, please move on to question 8.*

(a) Please state the start date on UK payroll. : 29/Feb/2020

1. Does the associate currently hold a Tier 2 (ICT) visa? : Yes
2. If so, when will the associate reach the 5 year cap on their Tier 2 (ICT) visa? : 12 February 2025
3. What is the salary (GBP) that is currently being paid/ will be paid to the associate for the UK role? : 52,224 GBP
4. If the associate does not currently hold a valid Tier 2 (ICT) visa, please state the immigration status (visa type) that is held by the associate together with visa start and end dates.
5. Does this associate qualify for the Intra- Company Transfer visa? : Yes

*(Namely, does the associate have previous 12 months work experience working for Cognizant offshore or will be paid an annual salary of £73,900 for the UK role?*

*If the salary is less than 73,900, will the associate be paid a salary of £41,500 or more for the UK role?)*

1. If the associate qualifies for the ICT visa, why is the ICT route not being pursued?

The associate skillset is niche and finding a resource is highly challenge in the open market. The ability to switch ICT into the Skilled Worker route is particularly helpful to the company also equally to associate, Since Intra-company Transfer Migrants are subject to a maximum stay in the UK. Hence cognizant wanted to process skilled worker visa for the associate.

1. Please state in your view what you believe to be the key benefits to the business of securing a skilled worker visa for this associate

These skills are not available in local market which is creating a challenge. We have a high demand of these skills at the moment and skilled worker visa will help retaining the associate for long term in Cognizant.

Associate has been working in Govt accounts for past couple of years and highly trained in GDS, this will help us not only delivering existing accounts, it also helps in building capabilities with GDS skills.

Associate also highly trained in web accessibility content standards (WCAG 2.1) to meet government web design acceptance polices.

Associate already have good exposure with designing the government websites in a secured client server architecture.

Associate have good exposure the government stake holders which would more helpful for co-ordination and managing the software development with multiple vendors.

**Details of the Role**

1. Is the role for which the associate is applying for the Skilled Worker Visa billable or non- billable? : Billable
2. Please provide a brief summary of the role.

* Design and development of software for UK government websites
* Creating servers and databases for the web development back end services
* Co-ordinating with government officials for software design
* Communicating effectiveness of emerging technologies to decision makers
* Working with graphic designers to design new features
* Participating in the design and creation of scalable software for UK government
* Designing and maintaining the responsive design of applications
* Ensuring cross-platform compatibility and optimisation for the web development applications
* Implementing security checks in the web applications.
* Co-ordinating the with disabled officials to implement accessibility standards (WCAG 2.1)
* Implementing performance related software on web development
* Managing security, maintenance, scalability, and more when developing
* Design client-side and server-side architecture
* Troubleshoot, debug and upgrade software
* Work with data scientists and analysts to improve software
* Create security and data protection settings

1. Does the role require the individual to have any niche skills? If so, what are they?

**Niche skills:**

* Nujucks. : Web design template that uses server side scripting for Gov.UK websites design.
* EJS : Express JS is template engine for web development.
* Microsoft Azure : Cloud platform that provides highly secured web hosting and cloud storage.
* Azure Kubernetes Service(AKS) : Deploy and manage containerized applications more easily with a fully managed Kubernetes service.
* Docker : Docker is a set of platform as a service products that use OS-level virtualization to deliver software in packages called containers.
* Hibernate : Hibernate ORM is an object–relational mapping tool for the Java programming language.
* MongoDB : MongoDB is a source-available cross-platform document-oriented database program
* Postgresql : PostgreSQL, also known as Postgres, is a free and open-source relational database management system emphasizing extensibility and SQL compliance

# WCAG2.1 : Web Content Accessibility Guidelines

1. Is this skill available within the local market? : No
2. What actions have you taken to recruit from the local market? :

*(Please provide evidence in the form of a job advertisement or justification.*

*If you have not tried to recruit from the local market please provide an explanation why not.)*

The associate have great work experience with UK government accounts with GDS design patterns. These skills that the associate have , are not available in local market which is creating a challenge. We have a high demand of these skills at the moment and skilled worker visa will help retaining the associate for long term in Cognizant.

1. What are the long term requirement for the role?

*(Please share contractual documentation in the form of SOWs LOIs or other communication from the client to demonstrate the long term requirement for the role in the UK)*

We have more than 10 open demands at the moment and struggling to source from current market. With the new wins we have further demands in throughout 2021 and next year.

1. If the Skilled Worker Visa is not approved what impact will this have to the business.

*(Please specify on the revenue and client relationship impact.)*

*(Whilst we are mindful of personal circumstances, the Points Based System has specifically been introduced by the Home Office to meet business requirements. Alternative visas are available to satisfy personal needs. Information can be found at* [*www.gov.uk*](http://www.gov.uk) *)*

The niche skillset of associate are not available in local market which is creating a challenge. We have a high demand of these skills at the moment and skilled worker visa will help retaining the associate for long term in Cognizant.

Associate has been working in Govt accounts for past couple of years and highly trained in GDS, this will help us not only delivering existing accounts, it also helps in building capabilities with GDS skills.

Associate also highly trained in web accessibility content standards (WCAG 2.1) to meet government web design acceptance polices.

Associate already have good exposure with designing the government websites in a secured client server architecture.

Associate have good exposure the government stake holders which would more helpful for co-ordination and managing the software development with multiple vendors.

**Declaration (To be completed by BU lead approving the visa request)**

**By approving this visa request, I confirm I have read and understood the information provided on page one of this questionnaire.**

**I attest to this being a genuine business requirement and I may be required to provide a justification to that effect this during any Home Office audit if required.**

**Name. : Imran Khan**

**Employee ID. : 789314**

**Date : 27 July 2021**

**End of Questionnaire.**