

Global Talent Visas

DECEMBER 2020 (FOR KOREAN CULTURAL CENTRE UK)

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The New Points-Based System 2020/21

1. The UK Home Office has announced in early 2020 that the tiered Points Based System (PBS) will be replaced by a global PBS. Along with this change, Tier 1 Exceptional Talent was first rebranded as Global Talent (GT) Visa in February 2020. The main reason for this change seems to be in response to Brexit related concerns and to demonstrate that the UK shall welcome (only) the highly skilled migrants, with particular emphasis on technological innovations.
2. Under the new PBS, Global Talent continues the legacy from Tier 1 Exceptional Talent/Promise in much the same way. We shall look into the details of GT further below.
3. Most major changes came about on 1 December 2020 at 9:00 am.

What Is An 'Artist' Visa?

4. Well, there is no such visa category as an 'artist' visa. (Psych!). Despite the current focus on technological innovations and STEM (Science, Technology, Engineering, Mathematics) subjects, and before the present-day Global Talent Visa, the government has traditionally valued the contribution from the highly skilled sector, including the creatives, and made provisions for them in the immigration rules in one form or another for over a decade. Some of these are not specifically catered to artists *per se* but an artist who does not fall into any other known visa categories may take advantage of them.

새 포인트 제 이민법 2020/21 년 (외 새 법률)

1. 영국 홈오피스에서는 2020 년 초반에 새로운 포인트 제 이민규율도입을 발표했고, 2020 년 2 월달에는 그때까지 잘 알려져 있던 Tier 1 Exceptional Talent visa 를 Global Talent (GT) 비자로 칭호를 바꾸었습니다. 이러한 변화의 가장 큰 이유는 아마도 브렉시트 관련하여 앞으로 영국은 고급인력 이민자들(만)을 선호하는 것을 어필하기 위한 듯 한데 특히 기술혁신 (technological innovations) 분야의 리더 들을 주로 고려한 듯 합니다.
2. 2020 년 12 월 새로 도입된 포인트 제 이민 규율 안에서도 Global Talent 비자는 2020 년 2 월 이후부터 계속해서 이전 Tier 1 Exceptional Talent/Promise 의 후계법률로써 계속해서 같은 자리를 지키고 있습니다.
3. 새로운 포인트 제 규율 대다수의 조항은 12 월 1 일 오전 9 시부터 실행되었습니다.

'아티스트'비자란 무엇인가?

4. 사실은 '아티스트'비자 라고 하는 비자 카테고리는 없습니다. (관찮아요? 많이 놀랐죠? ^^) 새로 바뀐 Global Talent Visa 는 사실 아티스트 외에 STEM 인문학, 공학, 디지털 기술에 초점을 맞추고 있는 듯 보입니다. 하지만 영국 정부는 전통적으로 창조 산업의 기여를 높게 평가하고 있으며, 이는 물론 형태나 이름은 달라지지만 무려 10 년이 넘도록 예술가들이 영국에서 활동 가능 하도록 하는 비자 종류를 늘 법률안에 유지하고 있었다는 점에서 알 수 있습니다. 아래 나열한 비자 중 일부는 특별히

- 4.1. **2003 - 2008** - 'writers, composers or artists' visa under part 6, para. 232 seq. (See [here](#) if you are interested in seeing this deleted rule)
- 4.2. **2008 – 2010, 2011** Tier 1 PSW Allowed graduates in the UK to stay and work for up to 2 years.
- 4.3. **2008 – 2015** Tier 1 General Allowed graduates from outside the UK to work for up to 5 years, then settle (Indefinite Leave to Remain)
- 4.4. **2008 – Dec 2020** Tier 5 Creative and Sporting
- 4.5. **2011 – Feb 2020** Tier 1 Exceptional Talent Visa launched
- 4.6. **2014 – Feb 2020** Tier 1 Exceptional Talent - Exceptional Promise launched
- 4.7. **Feb 2020 – Present** Global Talent Visa

Global Talent Visa

5. Global Talent Visa actually covers 15 different disciplines, including the arts. These 5 disciplines are assessed by 9 different endorsement bodies (known as 'Endorsing Bodies') who have been selected to help the Home Office identify a suitable applicant for the Global Talent Visa. Global Talent is endorsed in the categories of Exceptional Talent for world leaders and Exceptional Promise for
6. These are:
 - 6.1. Arts and Culture
 - 6.1.1. Dance, Music, Literature, Visual Arts, Museum, Theatre, Galleries, and Combined Arts
 - 6.1.2. Fashion Design
 - 6.1.3. Architecture
 - 6.1.4. Film, TV
 - 6.2. Science, Engineering, Humanities and Medicine
7. Of the various disciplines, this guide will focus on Arts and Culture, specifically, those

예술가들만을 위한 것은 아닙니다. 하지만 그 어떤 이유에서든 Global Talent visa 적합하지 않은 경우 예술가로서 취득하면 활동이 가능한 비자들을 나열 했습니다:

- 4.1. **2003 - 2008** - 'writers, composers or artists' visa under part 6, para. 232 seq. (See [here](#) if you are interested in seeing this deleted rule)
- 4.2. **2008 – 2010, 2011** Tier 1 PSW Allowed graduates in the UK to stay and work for up to 2 years.
- 4.3. **2008 – 2015** Tier 1 General Allowed graduates from outside the UK to work for up to 5 years, then settle (Indefinite Leave to Remain)
- 4.4. **2008 – Dec 2020** Tier 5 Creative and Sporting
- 4.5. **2011 – Feb 2020** Tier 1 Exceptional Talent Visa launched
- 4.6. **2014 – Feb 2020** Tier 1 Exceptional Talent - Exceptional Promise launched
- 4.7. **Feb 2020 – Present** Global Talent Visa

Global Talent Visa

5. Global Talent visa 란 문화예술을 포함하여 총 15 가지 전문 분야에서 9 개의 승인기관들이 (Endorsing Bodies) 승인 신청자 중 아래와 같은 분야에서 세계 지도자 격 수준 (World Leader – Exceptional Talent) 이거나 거기에 미칠 잠재력을 가진 개인 (Potential World Leader – Exceptional Promise) 인지를 검토하여 영국 이민국에 승인 여부를 조언하고, 이렇게 승인이 된 개인은 영국에서 자유롭게 활동할 수 있도록 도입된 비자 입니다.
6. 해당분야는 다음과 같습니다:
 - 6.1. Arts and Culture
 - 6.1.1. Dance, Music, Literature, Visual Arts, Museum, Theatre, Galleries, and Combined Arts
 - 6.1.2. Fashion Design
 - 6.1.3. Architecture
 - 6.1.4. Film, TV
 - 6.2. Science, Engineering, Humanities and Medicine

- disciplines assessed and endorsed by Arts Council England, and focused on Exceptional Promise candidates (the lower threshold). The term Global Talent is used to mean both Exceptional Talent and Exceptional Promise subcategories unless otherwise stated.
8. Understanding the history and the intention behind the creation of Global Talent Visa (and the scrapping of Tier 1) could help applicants gauge whether this visa is right for them. It could also provide insight into how the current UK government views arts and culture. It will then go on to explain other visas which can provide good opportunities for those wishing to pursue arts in the UK.
 9. In one of the previous Statement of Changes to the UK Immigration Rules [HC877 \(March 2016\)](#), the Home Secretary says this:

"The Tier 1 Exceptional Talent Visa category is for talented individuals in the fields of science, humanities, engineering, the arts and digital technology to work in the UK without the need to be sponsored for employment in a specific post."
 10. In February 2020, when Tier 1 Exceptional Talent was replaced by Global Talent visa, the government has once again stated their intentions in their '[Promotional Material](#)' updated last on 4 December 2020:

"This route is designed to attract recognised global leaders and promising individuals in science, humanities, engineering, the arts and digital technology. Top scientists and researchers can benefit from a quicker endorsement process as part of a fast track STEM scheme."
 11. So, it is clear that the purpose of this visa is to let you work freely in the UK and develop a career in your field without requiring a Sponsor. You may also study.
7. 이런 다양한 분야 중 본 지침서는 다른 곳 보다도 Arts Council England 에서 승인하는 예술 분야를, 그리고 특히 Exceptional Promise 신청자를 중심으로 다룰 것 입니다 (비교적 쉬운 비자 취득 조건). 이 지침에서 'Global Talent Visa' 라고 함은 특별히 다르게 저술되지 않은 이상 Global Talent Visa - Exceptional Promise 도 포함된 칭호 입니다.
 8. 또한 Global Talent 비자가 자신에게 적합한 비자인지 고려해 보기 위해서는 이전에 실행되었던 다른 아티스트 비자 그리고 Tier 1 Exceptional Talent 에서 Global Talent 로 바뀐 내역을 이해하는 것이 중요할 수 있습니다. 현 영국 정부가 예술문화를 어떻게 생각하는지 또한 엿 볼수 있습니다. 다른 유용한 비자에 대한 설명도 짧게 포함하고 있습니다.
 9. 먼저 이민 규칙 영국 HC877 (2016 년 7 월) 이민법 변경설명에서 내무부 장관은 Global Talent Visa 에 대해 이렇게 설명합니다:

"Global Talent Visa 는 영국에서 과학, 인문학, 공학, 예술과 디지털 기술의 분야의 뛰어난 재능있는 개인을 특정 직종에 취업할 때 고용/후원자가 필요없이 활동 할수 있도록 만든 것이다."
 10. 2020 년 2 월 Tier 1 Exceptional Talent 가 Global Talent Visa 로 바뀌면서 영국 이민국 홍보 자료 (2020 년 12 월 4 일 유효)에서는 이렇게 설명합니다:

"이 경로는 이미 국제적으로 그들의 특별한 분야에서 세계 지도자 격, 또는 이미 뛰어난 재능이 입증 됨으로써 과학, 인문학, 공학, 예술과 디지털 기술의 분야에서 세계 지도자 격 수준으로 가고 있다는 것을, 그래서 장래가 촉망되는 작가라는 것을 입증 할수 있는 사람들을 영국으로 모시기 위함이다. 최고

12. A quick summary of an Artist's Global Talent Visa/ Promise visa looks like this:

- No lower or upper age limit
- Must apply for a formal endorsement letter from the Arts Council England first
- Apply for the visa with the formal endorsement letter
- Can bring family members (i.e. partner, children) with you
- Can stay in the UK for up to 5 years
- After 3/5 years with the visa, can apply for Indefinite Leave to Remain and settle

See below '[Why should you apply?](#)' for more details.

Who can apply?

13. In the current [Immigration Rules Appendix Global Talent GTE 3.1](#), you can see what is expected of a successful applicant under Global Talent Visa:

"(a) be professionally engaged in producing outstanding performed, presented, distributed or internationally exhibited work; and

(b) show regular professional engagement in their field in the last 5 years; and

(c) show either a substantial track record in more than 1 country if evidencing exceptional talent or a developing track record in 1 or more countries if evidencing exceptional promise."

14. Well, this might sound daunting, but let's unpack the meaning of this. Conceptually, the rules are not asking you to prove that you are the best in the world. The important thing here is that you are one of the top tier players in your field or show a great promise to become one.

과학자와 연구원들은 특히 fast track STEM 을 통해서 보다 빠르게 승인 받을 수 있도록 하였다".

11. 2020 년 새로 도입되는 규율도 역시 실력을 인정 받은 사람에 한해서 영국에서 자유롭게 작업하고 스폰서를 필요로 하지 않으며 자신의 분야에서 경력을 개발하도록 한 것입니다. 이 지침의 아래부분을 보시면 또한 취업 뿐만 아니라 일부 연구, 학업도 자유롭게 할 수 있습니다.

12. Global Talent Visa/ Promise 비자의 요약은 다음과 같습니다 :

- 연령 제한 없음
- 우선 Arts Council England 가 추천 공식 승인 레터 (Endorsement) 필수
- Endorsement 와 함께 비자 신청
- 당신과 가족 (즉, 파트너, 자녀)을 동반 가능
- 최대 5 년 동안 영국 거주 가능
- 비자 3/5 년 후 영주권 신청 가능

자세한 내용은 '왜 신청하는가' 섹션을 참조하십시오.

과연 어떤 인재가 신청 가능 한가?

13. 현 포인트 제 이민법률 Appendix Global Talent GTE 3.1 조항을 보시면 어느정도 수준의 예술인들이 신청 할 수 있는지 잘 나와 있습니다:

"a) 뛰어난 수준의 공연, 발표, 배포 또는 국제적으로 전시 된 작품 제작에 전문적으로 참여해야하고,

(b) 지난 5 년 동안 해당 분야에서 정기적인 전문적 참여 경력 입증할 수 있어야 하고, 또한

(c) Exceptional Talent 를 입증하기 위해서는 1 개 이상의 국가에서 상당한 실적을 보여 주거나 Exceptional Promise 를 입증하기 위해서는 경우 1 개 이상의 국가에서 실적을 입증 해야함."

15. For endorsement under the Arts and Culture umbrella, the following disciplines are available. As you can see, some of the disciplines are only available under Exceptional Talent.

Tier 1 Exceptional (Arts and Culture)	Talent	Promise
Dance (ACE)	x	x
Music (ACE)	x	x
Theatre (ACE)	x	x
Visual Arts (ACE)	x	x
Literature (ACE)	x	x
Museums (ACE)	x	x
Galleries (ACE)	x	x
Combined Arts (ACE)	x	x
Architecture (RIBA)	x	x
Fashion Design (BFC)	x	x
Film (PACT)	x	
Television (PACT)	x	
Animation (PACT)	x	
Post-production (PACT)	x	
Visual Effects (PACT)	x	

16. The table above shows you the complete list of areas of arts assessed by the Arts Council for Global Talent Visa/ Promise. You can see that anyone specialising in film, television, animation, post-production, and visual effects **cannot apply** as exceptional Promise. Basically, only top-tier professionals who are already household names in these 5 industries can come and work in the UK under Global Talent Visa. Also for these areas, applications for endorsements are made for the Arts Council's assessment but in fact, they are considered by the Arts Council's partner, [Producers Alliance of Cinema and Television \(PACT\)](#). Endorsement

14. 음, 처음 볼 때는 물론 매우 어렵게 들릴 수 있겠습니다. 하지만 이 문장의 뜻을 하나씩 풀어보겠습니다. 개념적으로, 이 endorsement 는 당신이 세계 최고임을 증명하기를 요구하는 건 아닙니다. 여기에서 중요한 것은 당신이 당신의 분야에서 상위 계층에서 이미 활동 하는 작가 이거나, 아니면 이 정도의 최고의 수준으로 점점 경력을 쌓아 가고 있다는 것을 보여 줄수 있다면 Global Talent Visa 의 endorsement 는 가능 합니다.

15. Global Talent Visa 중 다음과 같은 예술 분야에서 지원이 가능합니다.

Tier 1 Exceptional (Arts and Culture)	Talent	Promise
Dance (ACE)	x	x
Music (ACE)	x	x
Theatre (ACE)	x	x
Visual Arts (ACE)	x	x
Literature (ACE)	x	x
Museums (ACE)	x	x
Galleries (ACE)	x	x
Combined Arts (ACE)	x	x
Architecture (RIBA)	x	x
Fashion Design (BFC)	x	x
Film (PACT)	x	
Television (PACT)	x	
Animation (PACT)	x	
Post-production (PACT)	x	
Visual Effects (PACT)	x	

16. 위에 표는 현재 Global Talent Visa/ Promise 종목을 위해 Arts Council 이 심사할 수 있는 예술 영역의 전체 목록을 보여줍니다. 이중 영화, 텔레비전, 애니메이션, 포스트 프로덕션, Visual Effects 를 전문으로 하는 신청자 들은 Global Talent Visa 로만 신청이 가능 합니다. 다시 말해 기본적으로, 이미 이 다섯 가지 분야에서 Global Talent visa 신청을 하기 위해서는 이미 세계적으로 뛰어난 명성 및

recommendation will be provided under the Arts Council's name, however, and notified to the UKVI. Have a look at [Appendix 4 below](#) for the kind of evidence you need to prepare as a candidate under Film, Television, Animation, Post-production and Visual Effects.

17. Which areas of art are covered exactly? The above list is both thorough but broad. Currently, some examples of the subcategories of those listed are:

DanceBallet, Modern Dance, Ballroom
TheatreActors, Technicians, Stage Manager/
Producers, **Music**
Musicians, Composers, Conductors, numbered
musicians in an orchestra

Visual ArtsPainting, Sculpture, Photography,
Moving images,**Literature**Novelist, Writers, Poets,
Playwright, **Museums**
Directors, Collection/ Exhibition Designer, Creative
Producer etc. **Galleries**
Curators, Exhibition Directors, **Combined Arts**
Carnival, Arts or Cultural Festival Directors,
Producers,

N.B. If you cannot find your own area here immediately, do not despair. Arts Council has so far been pretty flexible in their approach to the areas of arts that they can assess, for example, I understand that officially any design sector applicants are less likely to be successful (e.g., fashion, interior etc.), but if a candidate can show a good set of supporting documents and 10-evidence, the Arts Council must apply the same criteria and issue an endorsement if the applicant passes the threshold. The correct approach for the applicants is just to knock on that door of opportunity and have a go.

18. What kind of person would be 'world leaders' or showing exceptional promise of becoming one? The current [Global Talent Visa Policy Guidance](#) looks says that the right candidate is someone who is:

18.1. Professionally engaged in producing outstanding work, which has received

경험을 입증해야 한다는 말입니다. 또한 이 부문을 위한 심사는 Arts Council 에서 Producers Alliance of Cinema and Television(PACT)이라는 계열 기관으로 보내서 진행됩니다. 신청을 위해서 준비해야 하는 서류/ 증거 자료 종류는 부록 Appendix 4 에서 참조하시기 바랍니다.

17. 그렇다면 정확히 어떠한 예술 분야가 대상인지요? 위에 차트는 좀 방대합니다. 현재 앞의 표에 나와 있는 항목의 세부항목은 아래와 같습니다.:

DanceBallet, Modern Dance, Ballroom,
TheatreActors, Technicians, Stage Manager/
Producers, **Music**
Musicians, Composers, Conductors, numbered
musicians in an orchestra

Visual ArtsPainting, Sculpture, Photography,
Moving images,**Literature**Novelist, Writers, Poets,
Playwright, **Museums**
Directors, Collection/ Exhibition Designer, Creative
Producer etc. **Galleries**
Curators, Exhibition Directors, **Combined Arts**
Carnival, Arts or Cultural Festival Directors,
Producers,

N. B. 만약 이 리스트에 자신의 전문 분야를 찾을 수 없다? 걱정할 필요 없습니다. Arts Council 에서는 지금까지 예를 봤을 때 사실 디자인 산업 신청자 (예: 패션, 인테리어 등) 들은 성공 가능성이 적거나 신청이 불가능 하다고 안내 할 수도 있습니다. 하지만 (비공식 적 이기는 하지만) 그들은 평가할 수 있는 예술의 영역은 신청자의 증거 자료의 예술성 수준에 많이 달려 있고, Arts Council 자체가 신청서 심사를 접근하는 방식이 매우 유동적이기도 합니다. 따라서 신청했다가 떨어져도 크게 잃을 것은 없고 오히려 경험이 쌓아지는 것이니, 바람직한

- media attention, nationally and/ or internationally,
- 18.2. Recently and regularly active as a professional,
- 18.3. Can show a developing track record (Exceptional Promise) in at least 1 country other than your country of residence.
19. Other than these, there is no further guidance on what kind of person is likely to succeed. Anecdotally, in my experience, successful candidates tended to be post-graduates (Masters or higher) with around 5 years or more of professional activity e.g., exhibitions, prize winnings, scholarships, reviews, articles/ interviews, commissioned works, and whose works span across at least 3 different countries other than Korea. But of course, these are not the only measure of success in these applications.
20. The Arts Council England Counsel once stated its previous website faq (which no longer displays) that "*recent graduates or those at an early stage of their professional careers are unlikely to be able to demonstrate a sufficiently adequate track record to qualify.*" This is true to an extent, but the fact that you are a recent graduate does not make it impossible.
21. Another important thing is that ultimately these qualities must be proven by way of paper evidence, and in a prescribed way. We will look at the evidence you need to produce when applying in more detail under '[How to apply](#)'.

When can you apply?

22. Because the endorsement application is not a visa application, there is no right or wrong time to lodge this. In fact, the 'right time' to lodge an endorsement application is **as soon as your set of supporting evidence becomes ready.**
23. But preparing the supporting documents will take some time and careful preparation, so it would be wise to start on the preparation, i.e. consult with your lawyer and draw up an action plan for evidence gathering at least 1 – 2

시작은 아무래도 이런 기회의 문에 노크를 하시고 후회 없이 시도 해 보는 것 일 겁니다. 실패해도 상관 없습니다.

18. 그렇다면 결국 어떤 수준의 신청자가 성공 합니까? 현재 Tier Exceptional Talent 비자 정책 지침은 다음과 같습니다.:

- 18.1. 전문적으로 국내 및/또는 국제적으로 언론의 주목을 받은 뛰어난 작품 생산에 기여,
- 18.2. 최근 및 정기적으로 전문적인 작품 생산 및 활동,
- 18.3. 자국 이외에서 최소 하나의 다른 국가에서 실적 개발 (Exceptional Promise)을 입증 할 수 있어야 함.

19. 이 외에 다른 특별한 성공적인 신청자에 대한 안내는 없습니다. 개인적인 경험으로 말하자면, 성공하는 신청자 들은 대부분 대학원 졸업생 (석사 이상)으로 평균 약 5 년 이상의 전문 예술인으로서의 활동을 입증할 수 있는 분 들이었습니다. 그러니까 전시회, 수상 경력, 장학금, 작품 리뷰, 기사/인터뷰, 작품 의뢰 받고, 평가나 관심을 받되 한국은 물론 최소 2-3 개의 타국에서 인정을 받은 경험이 있는 분 들이었습니다. 그러나 물론, 지금 얘기하는 것만이 이번 신청에서의 성공 기준은 아닙니다.

20. Arts Council England 에서 자체 발행했던 예전 지침서 중에는 "최근 졸업생 또는 초기 단계에서 자신의 전문 경력의 사람들은 endorsement 를 위한 자격, 즉 실적을 충분히 입증하기에 다소 어려울 수 있다"고도 합니다. 최근 졸업생이라면 증거자료입증

months before you hope to lodge the application.

Why should you apply?

24. Firstly, if you are in the relevant arts and culture disciplines, there is absolutely no reason why you shouldn't apply! The only thing which is certain is that if you do not apply, you will not be endorsed. But if you do try, your chances of success can only go up from there.
25. Also, the competition and the success rate for Global Talent have always been quite favourable, consistently staying around the high 70 – 80%. (* If it hadn't been for the refusal rate for Exceptional Talent, the success rate of the overall endorsement application would be in the high 80%).
26. Also interesting to note the total no. of applicants each year. Although they show a trend of year-on-year increase (esp. an exponential increase from 2016 seq.), the total no. of applicants (to ACE) had never exceeded the stated allocation for endorsement to ACE which was between 250 – 500 prior to the rule change on 1 Dec 2020. Now, under the new Points Based System (PBS) immigration rules, Global Talent Visa endorsements are not restricted under any number of allocations per year. Each Endorsing Body has an unlimited number of endorsements they may recommend.

부분에서 짧은 경력때문에 어려울 수 있다는 것 이지 최근 졸업생 이기 때문에 자격이 없다고 보는 것은 아닙니다.

21. 신청시 또 중요한 점은 모든 증거 서류는 서면으로 준비해 보내야 하는 것 입니다. 만약 어느 자료는 비디오, 오디오 (CD, DVD)등의 매체로 담겨 있다면 이것은 document 형식으로 바꾸어서 신청서와 보내셔야 합니다. 정확히 어떤 종류의 증거 자료를 준비해서 보내야 하는지는 아래 'HOW to apply'에 나와 있습니다.

어느 시점에 신청 하는 것이 좋은가?

22. Endorsement application 이라는 건 비록 home office 에서 담당하고 있지만 사실 정식 비자 신청 단계는 아닙니다. 비자 신청을 위한 그 바로 전 단계라고 할수 있는데요, 그런 면에서 적절한 신청 시기란 바로 **'언제든지 필요한 증거 서류가 준비가 되었을 때'** 라고 할수 있습니다.
23. 그렇지만 신청서 준비 중 80-90% 가 바로 증빙 서류 준비 라고 할수 있겠는데요, 이를 제대로 하기 위해서는 시간도 걸리고 전략적으로 준비하는 것이 필요 합니다. 이를 위해서 이민 변호사와 같은 전문가의 도움을 받는 것을 추천 합니다. 변호사와 같이 준비 할 경우, 준비 과정을 위해서 대략 1 - 2 개월 정도 소용됨에 따라 희망하는 신청 날짜 이전에 충분한 시간을 가지고 준비 할 수 있도록 미리 변호사와 상의 하셔서 실행계획(action plan) 을 만드시는 것이 좋습니다.

왜 신청할 만한 가치가 있는가?

24. 첫째, 만약 관련 문화 예술 부문에 종사하고 있는 아티스트 라면 Global Talent visa 신청을 위해서 endorsement 를 시도하지 않을 이유가 전혀 없습니다! 해보지 않으면 실패는 100% 이지만 시도해 본다면 성공률은 올라가는 것이죠.
25. 또한 Global Talent Visa endorsement 의 경우 성공률이 70-80%를 웃돌 정도로 상당히 높습니다. Global Talent sub category 중 Exceptional Talent 부문의 비교적 높은 실패율을 제외 한다면 Exceptional Promise 신청자들은 보통 80% 이상이 성공을 합니다.
26. 한가지 재미있는 건, 2020 년 12 월 이전 비자 규율안에서는 Art Council 과 같은 Endorsing Body 가 추천할 수 있는 endorsement 의 개수가 정해져 있었다면 (일년에 250 – 500) 신청자의 수가 이 숫자를 한번도 넘기지 않았다는 점 입니다. 그런데 이번 새 규율이 도입이 되면서 allocation 이라는 개념이 통채로 없어지고 endorsement 는 자격 충족을 시키는 신청자에 한해 무제한 발급될 수 있습니다.
27. Especially at this endorsement stage, there is nothing for you to lose, except for maybe some preparation time, application fee (*£456 at the time of writing this guide. Check for updates on the [Home Office website](#)), and perhaps an extra fee for instructing a lawyer to help you professionally.
28. Unlike a visa application, there is no stigma of rejection, and because passports are not required to be sent, you may travel freely while the application is being decided.
27. 위에 얘기 한 것 처럼 endorsement 시점에서는 경쟁률도 낮고, 실패 하더라도 나중에 비자 신청할 때 흠이 되지 않을 뿐 더러, 비용 또한 비교적 낮습니다. 현재 신청 비용은 £456 이고, 여기에 추가 비용이 있다면 변호사 비용이 되겠지만, 전체적으로 손실이 아주 적은 편입니다. 홈 오피스 웹사이트 참고: <https://www.gov.uk/global-talent-arts-culture>

29. The application is decided relatively quickly. Usually takes between 1 – 1.5 months (i.e. 4 – 6 weeks) from submission.
30. Even if you are unsure as to whether you wish to settle in the UK to pursue your career, if you are successful at this endorsement stage, you have 3 months in which to think about your options again and lodge the visa application for Global Talent Visa.
31. Once you do apply for Global Talent Visa Stage 2, using your endorsement letter from the Arts Council, there is very little to prepare for the actual visa application apart from the endorsement letter itself. See below on '[How to apply](#)'.
- No English Test requirement.
 - No maintenance test requirement.
 - Family members (partner, children) allowed.
 - Work and study allowed.
32. After 5 years of residence under Global Talent Visa – Exceptional Talent or 3 years of residence under Exceptional Promise, if you can show evidence that you have earned money in the UK because of employment/ self-employment in your specialist field, then you may apply for Indefinite Leave to Remain. There are other standard conditions to be met for indefinite leave to remain and you must seek legal advice and get a personalised assessment of your case before attempting settlement application. But overall, Global Talent Visa/ Promise visa provides an excellent opportunity for artists to come and work in the UK almost without limit for a period of 5 years or more and then allows you to settle after that.

Where do you apply?

33. So, here we are talking about applying for an endorsement from the Arts Council (rather than the visa application). The application for endorsement may be lodged from anywhere in the world if you can prepare and send the requisite documentary evidence to the UKVI's admin address for this type of application (which is currently in Durham for this application).
34. Currently, the online application form will guide you to complete it and then produces a checklist

28. 다른 비자 신청과는 다르게 만약 신청이 거절된다 하더라도 이후 비자 신청시 결점이 되거나 나쁘게 작용하기 않는다는 장점이 있습니다.
29. 또한 endorsement application 은 다른 비자 신청과 달리 비교적 빠른 시일 내에 (1- 1.5 달 정도) 결정을 받아 볼수 있습니다.
30. 그러니 아직 Global Talent 비자신청여부를 확실히 결정 하지 않았다 해도, Endorsement 신청 단계까지는 일단 추진하시는 것이 좋습니다. 왜냐면 endorsement 를 받은 뒤에 바로 비자가 주어지는 것이 아니라 그 endorsement 가 3 개월 동안 유효 하기 때문에 다시 생각할 시간이 충분히 있습니다.
31. 만약 Global Talent Visa 로 비자 신청을 하실 경우, 다른 비자에 비해서 endorsement 편지 외에는 준비할 내용이 없습니다. Points Based System 으로 70 점이 비자 심사 때 만점 인데 endorsement 편지 자체가 이미 70 점을 제공합니다.
- 영어시험 면제
 - Maintenance 면제
 - 가족동반 가능
 - 취업/ 학업 사업 모두 다 가능함.
32. 3/5 년 거주 이후 영주권 신청 가능. (물론 다른 standard 영주권 자격을 맞춰야 하지만, 이중 가장 어려울 수 있는 5 년거주조건은 쉽게 충족됩니다).

어느 곳 (나라)에서부터 신청 해야 하는가?

33. 여기서 지금 얘기하는 Endorsement application 이란 위에 말씀 드린 것 처럼 비자 신청이 아닙니다. 그 뜻은 여러가지 장점이 있는데, 무엇보다도 신청서가 원하는 증거 자료만 잘

which asks you to post all supporting evidence and recommendation letters to a UKVI address in Sheffield. If you are abroad, you may need the help of a UK based lawyer to help you through this process, one of which is to allow you to submit the evidence by email by requests. A lot of the applications are being accepted by email at the moment due to COVID safety measures and it remains to be seen whether this feature will stay or be scrapped.

35. If you are successful at this endorsement stage, and you receive a formal endorsement letter from the Arts Council, you may apply to switch into this category, unless you currently hold:

- Visitor
- Short-Term Student
- Parent of a Child Student visa
- Seasonal Worker visa
- Domestic Worker in a Private Household
- Immigration Bail
- Permission to Stay outside the rules

How to apply?

36. Now we get to the 'action' part of the guidance. So, you should know by that Global Talent Visa/Promise is a 2-stage process, and that to get this visa, you must first obtain a formal 'endorsement' from the Arts Council England (ACE).

37. The Immigration Rules Appendix Global Talent Visa specifies the requirement to produce up to 10 evidence, and in the three categories defined under it, namely:

10 evidence

- 37.1. **At least 2 or more of Media Recognition** – articles, reviews from national publications or broadcasting companies in at least one country other than your country of residence. (No events listing).
- 37.2. **(Any number of) Prize-winning**, nomination, short-listing in an international competition of excellence.
- 37.3. **(Any number of) Proof of appearances, performances, publications or exhibitions** from the last 3 years where you were

준비될 수 있다면 세계 어디에서라도 영국의 UKVI 에게 신청서를 보낼 수 있습니다.

34. 아직까지는 온라인 신청서를 완성하면 바로 Sheffield 에 있는 이민국 오피스로 준비한 증거자료를 보내도록 안내 되어 있을 겁니다. 그렇기 때문에 만약 영국 바깥에서 신청 하는 경우라면 영국 내에 위치한 전문 변호사를 사용해서 이 절차에 도움을 받으시는 것도 좋은 방법입니다. 또한 최근 들어 코로나 방역 수칙 중 하나로 신청서 자료를 우편 대신 이메일로 받고 있는데, 앞으로 계속 될지는 두고 봐야 하겠습니다.

35. 만약 endorsement 단계에서 성공적으로 endorsement 를 받으셨다면 방문비자 종류나 Human Rights 비자 종류를 제외하고 영국에 현재 합법적으로 거주하는 경우 영국 내에서 Global Talent Visa 로 전환이 가능합니다. 꼭 영국을 떠나서 모국에서 신청하지 않으셔도 됩니다.

어떻게 신청 하는가?

36. 신청 준비 방법에 대해서 얘기 해 보겠습니다. 이미 우리는 Global Talent Visa 가 2-stage process 인 걸 잘 알고 있습니다.

37. 여기에 필요한 수준의 증거 자료는 Arts Council 의 지침서 에서도 나와 있습니다. Arts Council 에서 배포하는 지침서에는 좀 더 구체적으로 필요한 증거 자료 종류들이 아래에 나와 있습니다. 아래와 같습니다.

10 가지 서류

- a. **2 개 이상의 Media Recognition** - 기사, 현재 거주국 외 최소한 또 하나의 다른 나라에서 발행 된 리뷰 또는 방송

internationally recognised/ internationally distributed/ has an international audience.

38. The immigration rules also mention **3 letters of recommendation** from arts or cultural organisation, institution, or a company who are "*well-established organisations acknowledged as experts in the applicant's field*":
- 38.1. 1 based in the UK;
38.2. 1 based either in the UK or overseas; and
38.3. 1 either an organisation as above (either the UK or overseas) **or** an eminent individual with internationally recognised expertise in your specialist field.
39. Another important point, which the new immigration rules fail to mention, is exactly who within these organisations may be qualified to write such a letter of recommendation. This is contained in ACE's own written guidance for global talent applicants which is, in fact, a reproduction of the criteria which were contained in the previous immigration rules, namely that the writer of a recommendation letter "*must be a senior member of the organisation: for **arts and culture and film and television** this would be a member of the senior management team or board, such as the Chief Executive, Artistic Director, Principal or Chair*"
40. A template covering email/ letter you could use to approach your endorser about writing a letter of recommendation letter is attached under [Appendix 1](#) of this guidance. Try the 10-evidence self-assessment sheet in [Appendix 4](#) below.
41. I strongly recommend that you engage a lawyer right from this evidence-gathering stage to discuss the appropriate type and quality of the evidence you can produce, including the 3 letters of endorsements.

How to get the most out of your lawyer (if you have one)

42. Ironically, the way to get the most out of a lawyer is to Do-It-Yourself (DIY). Of course, instructing a lawyer will make the process much easier and will give you peace of mind that the matter is in the hands of a professional. But there are a few steps

회사의 보도 (단, 단순 전시 공연 이벤트 목적은 추가 할수 없음).

- b. 수상은 경력, 지명, 우수성의 국제 경쟁에서 short-listing 된 경력
c. 지난 5 년간의 공연, 전시 등의 경력. 국제적인 audience 에게 발표된 증거 자료.
38. 추가로, 해당 예술문화 분야에서 전문성이 있기로 잘 알려진 기관으로 부터 총 세개의 letter of recommendation 도 필요합니다.
- a. 첫번째는 꼭 영국에 위치한 기관,
b. 두번째는 영국이나 외국에 위치한 기관,
c. 세번째는 영국이나 외국에 위치한 위와 같은 성격의 기관이거나 개인적으로 세계적인 명성을 얻은 작가나 관련 분야의 일인자 에게 서 받으실 수 있습니다.
39. 또 한가지 중요한 내용은 공교롭게도 이번 새 도입된 이민법에서는 사라졌는데요, 바로 추천서를 쓰는 사람의 지위/ 위치, 소속 기관, 개인 명성 등이 굉장히 중요하다는 점 입니다. 이 부분을 준비하실 때부터 증거 자료의 타당성을 위해서 변호사와 상의 하시는 것이 좋습니다. 이민법에서는 더이상 보이지 않지만 Art Council England 에서 자체 발행한 지침서를 보시면 예술문화 기관 내에서도 고위직 책임자에게 서 받으셔야 하는데 예를 들어 Chief Executive, Artistic Director, Principal, Chair 등등 입니다.
40. [Appendix 1](#) 부분에 보시면 추천인에게 보낼 때 쓰실 수 있는 템플릿 이메일과 아래 [Appendix 4](#) 에 있는 10 가지 증거자료 수집 록을 참조해서 한번 준비해 보세요.

that you could take yourself which will help you get more out of your lawyer when you do finally engage one. Any wise person would (as they should) want to do their own research. I have listed the various guidelines and rules below which are available in the public domain in order of accessibility and approachability.

Difficulty Rating: Basics

43. First, if you read nothing else, then at least read this guidance. And well done for reading up to this part! This guidance is not, by any means, intended to be exhaustive, but it will be a very good starting point in navigating through your application for Global Talent Visa.
44. Then read the Home Office's own summary on <https://www.gov.uk/global-talent>- A neat web-based summary of the requirements, fees, and the various conditions of the visa. Quite good as the first port of call. All basic details of the visa are covered. Handy for keeping up to date with any changes but beware that this is only a summary page and can sometimes be inaccurate or out of date!
45. <https://www.artscouncil.org.uk/global-talent-visa-section-1> - Arts Council's own summary of the visa requirements. This largely repeats the UKVI's guidance to date and contains some old provisions which the new Immigration Rules Appendix Global Talent fails to mention.

Difficulty Rating: Intermediate Level

46. A little more explanation of the immigration rules. Currently, there does not seem to be the most up to date policy guidance at the time of writing. The Home Office website still directs you to the previous Tier 1 Exceptional Talent policy guidance which is now marked 'closed category'. It means that there may very well be new policy guidance in the making so do update yourself on from the Home Office Website from time to time.

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/570921/T1_ET_Guidance_11_2016.pdf

Difficulty Rating: Advanced Level

47. Go straight to the source - the Immigration Rules (if you dare):
<https://www.gov.uk/guidance/immigration->

41. 위와 같은 신청서 및 증거 자료 준비를 위해서 변호사와 같은 전문가와 상의하시기를 추천합니다.

변호사 100% 활용법

42. 변호사와 같은 전문가가 도와 주면 훨씬 편하고 또한 정확히 준비할 수 있는 장점이 있습니다. 그런데 변호사를 잘 활용하는 방법은 공교롭게도 스스로 먼저 정보 수집을 하는 것입니다. 스스로 DIY 하실 의향이 있으신 분들을 위해 본 지침서가 참고한 이민법 규율 및 다른 관련 서류들을 접근성, 이해 난해도, 시간 소모 등의 순으로 고려했을 때 쉬운 것부터 좀 시간이 많이 드는 순서대로 나열해 봤습니다.

난이도: 기본

43. 지금 읽고 계신 안내서가 정말로 기본이라고 할 수 있습니다. 물론 정보는 많이 들어 있지만 이 안내서야 말로 제대로 된 시작점이라고 할 수 있습니다. 다른 것 아무것도 안 읽으시더라도 이번 안내서는 꼭 읽어 보시면 나중에 비자 준비나 신청서를 준비하는데 좀 더 효과적으로 진행 할 수 있을 것 입니다.

44. 그 다음으로 Home Office 웹사이트에 가 보세요: <https://www.gov.uk/global-talent> 짧게 요점만 정리 되어 있어 보기에 쉽지만 업데이트가 간혹 안 되거나 너무 간단한 정보만 있어서 의존하기에는 위험함.

45. Arts Council 의 지침서. 필요한 증거자료에 관한 자세한 사항이 많이 있음.
<https://www.artscouncil.org.uk/global-talent-visa-section-1>

[rules/immigration-rules-appendix-global-talent](https://www.gov.uk/guidance/immigration-rules-immigration-rules-appendix-global-talent)

You might find that the rule here refers to several of other texts and reference materials. Beware that there could be other general conditions of a visa that are written elsewhere within the Immigration Rules and Policy Guidance that you need to be aware of.

48. These are, overall, contained in the immigration rules: <https://www.gov.uk/guidance/immigration-rules>

난이도: 중간

46. 보통은 이민법률 외에 policy guidance 라고 부르는 규율을 좀 더 자세히 설명한 책자가 있습니다. Tier 1 Exceptional Talent 때에도 예외는 아니었지만 이번 2020 년 12 월 새 법 규율로 바뀐 이후 새로운 policy guidance 는 아직 발행되지 않았습니다. 하지만 머지않아 생길 수도 있으니 Home Office website 를 참고 하시면 됩니다. (아직까지는 이전 Tier 1 Exceptional Talent Policy Guidance 로 안내하고 있습니다). 영국 Home Office 에서 발행한, immigration rules 를 종합하여 써 놓은 설명서:

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/570921/T1_ET_Guidance_11_2016.pdf

난이도: 높음

47. 영국 Home Office 의 Immigration Rule
<https://www.gov.uk/guidance/immigration-rules>
48. Global Talent Visa 에 관해서 얘기하고 있는 규율
<https://www.gov.uk/guidance/immigration-rules-immigration-rules-appendix-global-talent>

49. I've been a student for the last couple of years. From whom could I get a supporting letter?

It would be preferable to have someone with a professional standing, other than someone directly in the line of instructions for you e.g., your lecturer. It should ideally be from someone who is a professional in your field of practice who could critique your work also as another professional, rather than as a learner, student. If you have a professional reference (from an eminent individual or well-known art or cultural organisation), then that would be the best. But if your most recent (main) activity has been that of a post-grad student, then your tutor or an examiner can be a very good reference.

50. I haven't entered many competitions/ been shortlisted or nominated several years ago, or they are awarded in Korea. Will these be sufficient?

The rules require any awards of excellence to be of international recognition. This means that you will need to show that the competitions had an international reach or an element. For example, a prize administered by an arts charity in Korea was a small competition open to Korean applicants only (by default, because the competition was never advertised in English). But one of the judges in the panel happened to be the artistic director of the Serpentine Galleries in the UK of international fame. An award, short-listing, or nomination in this competition would therefore carry

FAQ 자주 묻는 질문

49. 저는 지난 몇 년간 주로 학생 신분으로 있어서 활동이 활발 하지 않은데 어떤 사람들에게 추천서를 받을 수 있을까요?

먼저 학교나 다른 교육기관에서 지도해 주시는 분은 피하시고 대신 다른 Professional 이 나의 작업을 또 다른 Professional 로써 보고 비판해 줄수 있는 분을 찾는 것이 전략상 좋습니다. 하지만 만약 가장 최근의 주 활동이 학생이었다면 지도 교수님이나 학과 교수, 아니면 external examiner 등의 분들에게 부탁해 볼 수도 있습니다. 그렇게 되면 학교를 대표로 해서 써 주셔도 되고 (영국에 위치한 예술문화 기관) 아니면 개인적으로 전문분야에서 명성이나 경험이 많이 있는 경우가 대부분이니 개인의 자격으로 써 주셔도 유용 합니다.

50. 여러 가지 개인적인 이유로 competition 에 신청을 하지 않은지가 꽤 되어서 (아니면 국내 수상 경험 밖에는 없어서) 필요한 수상 경력이나 short-listing 경력이 부족할 것 같은데 다른 어떤 방법으로 증명 할수 있을까요?

꼭 많이 알려진 competition 에 지원하여 수상 경력을 쌓지 않아도 됩니다. 어느 정도 전 세계에서 외국작가들이 지원을 했고, 거기에서 selection criteria 를 적용하여 (그러니까 어느 정도의 competition 및 선택기준이 있어서) 채택이 된 계기가 있다면 이 또한 수상 경력으로 내세울 수 있습니다. 예를 들어서 결과물은 private gallery 에서 전시 할 기회를 얻는 것이지만 이 기회를 위해 어떠한 경쟁 과정을 거쳐야 했다면 이런 내용이 보여지도록 해당 증빙자료를 준비하시면 되겠는데 아마도 전문 변호사의 도움이 필요하실 부분일 듯 합니다.

quite a lot of weight as evidence of an award of excellence.

Additionally, sometimes an opportunity you have had which was not given to you in the traditional competition setting, for example, any artist-in-residence programmes after a selection/ assessment procedure would be good evidence of awards.

51. Some of my exhibition evidence I want to use were group shows. Will there be enough, or do I need to show solo exhibition evidence?

It does not seem to matter to the overall quality of evidence whether you held solo or group shows. What might be important is the calibre of the galleries/ museum which house your pieces, and how you came to exhibit them. If you had been chosen through some sort of a competitive/ selection process, then you could use evidence of this exhibition either as a piece of prize evidence or exhibition.

52. Some of the articles reviewing my work mention me in a group with other artists, rather than on my own. Can I still use this evidence as media recognition?

Yes, absolutely. It does not seem to matter whether you held solo or group shows if it had some international/ national audience, and/ or well and widely reviewed.

53. On media recognition, it asks for a minimum of 2 evidence of media recognition from a publication, article, broadcasting etc. and one of these must be from at least 1 country other than my country of origin. I have an address in

51. 전시 경력은 있지만 솔로 전이 아니라 그룹전인데도 괜찮나요?

물론 개인전이라면 모든 관심이 나의 작품에게 쏟아진 경우니 더 좋겠지만, 실제로 전시 경험이 있고, 또한 전시전이 미치는 audience 가 얼마나 국제적인지가 더 중요 하겠습니다. 따라서 솔로 전이냐 그룹 전이냐는 신청서 전체에 미치는 영향은 그렇게 크지 않습니다.

52. Media recognition 에서 좋은 article 이 있기는 한데, 개인/ 단독으로 review 된 것이 아닌데도 쓸 수 있나요? 물론입니다. 간혹 여러 사람이 같이 review 될 때 예를 들어 young emerging artist 라는 제목과 함께 review 되는 것도 굉장히 유용 합니다. 또한 보도된 매체가 얼마나 널리 배포가 되는지, 관련 분야에서 어느 정도의 평가가 있는지 (혹은 잘 알려져 있는지)가 더 중요 할 겁니다.

53. Medial recognition 의 minimum 2 가지 evidence 중에 한 개는 꼭 현재 거주 하는 국가 외에서 발표/ 배포 된 recognition 증거를 대라고 하는데요, 그렇다면 한 개는 꼭 현재 국가에서 받은 review 등을 추가 해야 하는 것으로 들립니다. 만약 영국과 한국 두 군데에 다 주소지가 있다면, 그리고 만약 한국에서 받은 media recognition 이 별로 없다면, 영국 주소를 현재 거주 국가로 신청서에 넣는게 좋지 않을까요? 외국에서 관심을 받지만 모국에서는 관심을 받지 못하는 경우가 좀 생소하기는 하지만, 예를 들어서 정치적인 이유때문이나 아니면 그냥 모국보다는 외국에서 활동한 경력이 더 많다면 가능 하다고도 봅니다. 그럴 경우 주소지를 임의적으로 옮겨서 문제를 푸는 것 보다는 실제 거주지를 적고 Global Talent Visa - Exceptional Promise 비자의 취지를 생각 했을 때 모국에서 활동을 했는지 않았는지를 주로

the UK and in Korea. If I put my UK address as my 'residence', then I will need to provide evidence of media recognition from UK and one other country, while if I put my Korean address down, I need to provide evidence from Korea and one other country. In other words, it seems to be saying that I must produce at least 1 media recognition from my country of residence. If I don't have any evidence of recognition in Korea, would be I better off putting my residence down in the UK?

It would be quite unusual to no have recognition in your main place of activity but have recognition from other places in the world. However, if this is a real concern, then I would remind you to focus on the aim of this visa, which is to assess whether you and your work show the great promise to be a world leader in your field in future. This clearly requires international recognition, and in the spirit of this, if you don't have as much national recognition (for political reasons or because you have not been so active in your country of residence) then these could be explained in your application (recommendation letters would be a good forum to deal with any of these issues). In the circumstance, if you can produce enough media recognition from a variety of sources in many other countries, in my view, that would be sufficient.

54. Some articles, abstracts, and reviews mention the project in which I had contributed or collaborated but does not mention my name. Can I still use this as one of the 10-evidence?

It would be tricky but not impossible. Rather than using the article on its own,

다루기 보다는 신청서를 전체적으로 봤을때 세계적인 무대에서 활동했거나 관련 전문 분야에서 경력이 늘어가는 것을 강조하는 것이 유리합니다. Recommendation 에서 이러한 부분을 다루어 주는 것이 가장 이상적입니다.

54. Media recognition – 내가 참여했던 프로젝트가 review 됐지만 정작 내 이름은 나오지 않았을 때...

사용 하시려면 관련자에게 추가의 설명 편지나 나의 공헌도(contribution) 확인이 될 만한 서류를 준비하셔서 article 과 연결을 짓도록 하면 가능합니다. 특히 exceptional promise category 로 신청을 하시면 본인의 이름이 나오지 않은 자료도 위와 같은 방법으로 본인의 contribution 을 대신 입증하면 media recognition 으로 사용 가능 합니다.

55. 나쁜 리뷰? 물론 호평을 받으면 더 좋은 증거자료가 되겠지만, 특히나 exceptional promise 의 경우 아직 정상의 위치를 증명하는 시점은 아니기 때문에 예를 들어서 혹평을 받은 매체 자체가 국제적인 지명도가 있어 거기에 다루어 지는 것 자체가 가치를 가진다면, 그럴 경우 나쁜 리뷰라도 사용 할수 있습니다.

56. Letter of Recommendation 은 개인적인 명성이 높은 분에게 받는게 좋을지 아니면 기관의 명성이 좋은 곳에서 받는 것이 더 나을지요? 두 군데에서 다 받으시는게 좋습니다. 또한 가능한 추천서는 다 받아서 나중에 증거 자료 중 하나로 채택하지 않더라도, 최선의 자료(best evidence) 를 선택할수 있습니다.

57. 공연이나 전시 내용이 종이 형태가 아닌 DVD, CD, Audio 등으로 기록 되어 있다면 어떻게 준비해서 보낼수 있을까요? 아시다시피 모든 증거 자료는 사본으로, 그리고 종이 형태도

see if you could get an explanatory letter or other documents to accompany the article, to show your involvement in the featured project. This is particularly true of exceptional promise candidate who may produce media recognition pieces which do not mention them by name, but they could nevertheless produce an additional letter from the project lead, or someone similarly qualified to confirm your contributions.

55. Negative reviews – to use or not to use?

Would be a matter of judgment on a case-by-case basis. If the review is bad, but the reviewer or the publishing medium is noteworthy, then you may want to use it as one of the 10 evidence.

56. Letters of Recommendation – shall I use one from someone who knows my work well or someone from a prestigious institution?

Get both, and review which looks better. If both look good, use both. There is room for a supporting letter from an organisation as well as one from an eminent professional in their personal capacity.

57. My evidence of appearance, exhibition, performance is sometimes captured in a video, CD or moving images format. Can I submit these?

The endorsement application rules insist that all evidence is submitted on paper and that these be copies because they will not be returning any of the evidence you submit along with the application. If you have performance video or audio evidence, then try to print out (or make a PDF of) a snapshot, still, or a transcription of any spoken words, and basically try to translate them into a paper-format. It

준비하여 보내야 합니다. 예외는 없기 때문에 현명하게 어느 부분을 전체 작품의 representation 으로 적합한지 고려해 보고 서면으로 준비해 보내셔야 합니다. 역시 변호사와 증거 자료 준비 단계부터 상의하시면 도움 드릴 수 있습니다.

58. 오픈콜 같이 지원자가 지원을 해서 당선된 상은 인정이 안된다고 나와있었는데, 터너프라이즈 정도의 명성의 상이 아니고서야 지원을 안한 상태로, 이미 그 작가가 세계적으로 명성을 떨치고 있는 상황에 노미네이션을 받는 정도의 작가가 아니면 그런 상은 받기가 어려울 것 같은데, 지원자가 지원을 해서 당선 된 상은 인정이 안되는 것인가요?

증거자료 중 Award 자료를 넣으실 때 Open Call competition 자료를 넣으면 자동 탈락 되는 것은 아닙니다. 이걸 단지 Arts Council 에서 도움을 주고자 만들은 지침서이고 또한 간단히 어느정도 레벨의 증거자료가 자격을 충족시킬 거라고 암시하고 있는 건데요, 역시 자료 자체의 종류보다는 그 자료가 본인을 어떠한 아티스트로 나타내는지가 더 중요합니다. 그러니까 이런 자료를 내도 심사할 때는 전체 자료를 검토해 보고 결정할 것 입니다. 걱정 마세요.

59. 제 분야는 영화 제작 중 visual effect 전문인데요, 영화가 청룡영화제에서 저희 visual effect 팀이 이 분야의 상을 땀습니다. 이럴 경우 Global Talent 제 이름으로 수상한 것은 아니지만 증거로 충분한지요? 일단 film, television 등의 분야에서는 team 이 제작을 하고 수상도 팀 단위로 하고 있다고 알고 있습니다. 그래서 개인적인 수상 경력이 드물 것이라 생각 됩니다. 하지만 아래 [APPENDIX 4](#) 에 템플릿을 보시면 증거 자료 제출을 위해서 스스로 self-

may be possible to include web links in the application form.

58. Arts Council's own website guidance on Global Talent Visas state that "*Generally, awards or prizes that you apply for via open call are not acceptable*". Well, aside from a very few world-renowned awards e.g. The Pulitzer, The Turner, all competitions and awards will be by self-nomination or self-entry on an open call. Does this mean my application will fail if I present these as evidence of award?

Is open Call Evidence not acceptable? Evidence will not be refused simply on the ground that it was from an open call, self-nomination. It will all be considered but the ACE is trying to be 'helpful' here by suggesting that usually open call award evidence will not meet the mark. In fact, my most recent client's application succeeded with various open call competition evidence.

59. I am part of a visual effects team for an internationally distributed film. The visual effects team, made up of several members, was nominated for and has won a national film board's award for visual effect.

In films, television, animation, post-production, and visual effects, you must prove that you are an Exceptional Talent by showing **one** of the three evidence in [Appendix 4 of this guide](#) below. Any awards or prizes or Notable Industry Recognition can only come in the form of a nomination to or award of a prize from 70-80 odd awards [listed](#) in the Arts Council's Eligibility guidance.

assessment 할수 있는 표가 있습니다. 여기에 보시면 3 가지 종류의 증거 중 한가지만 제출 하면 된다고 되어 있습니다. 그런데 처음 2 가지 종류의 증거는 Oscars, BAFTA, Golden Globe, 그리고 Emmy 이렇게 정해져 있고, 여기서 수상을 했거나 후보가 되면 가능 합니다. 또한 부호의 경우 지난 5 년안에 후보가 된 것만 증거 자료로 사용이 가능 하고, 또한 내 개인 이름으로 수상이나 후보가 된 것이 아니라도 'significant contribution' 을 증명할수 있다면 가능 합니다. 만약 이 위에 2 가지 중 한가지 방법으로 증거 자료 제출이 불가능 하다면 3 번째로 Notable Industry Recognition 을 입증 하시면 되겠는데요, 자세한 자료 제출 내용은 [APPENDIX 4](#) 를 보시면 나와 있습니다. 그런데 질문에 중요한 답은 결정적으로 청룡영화제는 Arts Council 지침서에 나열된 70-80 개 종류의 지정된 수상식은 아닌듯 하여 청룡영화제 수상 경력은 Global Talent Visa 증거 자료로는 부족 할 듯 합니다.

Other Visas for Artists

60. Don't quite meet the Global Talent Visa/ Promise visa threshold? Do not fear! There are other ways to come and pursue a career in the UK.
61. While the Global Talent Visa explained above affords you the highest amount of freedom to pursue your career while in the UK as an artist, there are at least 5 other types of visa which would allow the same activities, either directly or indirectly. For the purpose of this guidance, I have simply listed them here.

T2 Skilled Worker

62. If you cannot (or do not wish to) apply for the Global Talent visa, the next best visa option for an artist would be a T2 Skilled Worker (formerly Tier 2 General).
63. Under this route, (broadly speaking) you will need:
- Tier 2 Sponsor (A-rated)
 - An offer of job/ work under an appropriate SOC Code from the Sponsor
 - Certificate of Sponsorship (CoS) issued by the same Sponsor
 - Tier 2 Sponsor to pay you the appropriate salary under the SOC Code
 - Evidence of maintenance; and
 - English Language Certificate
 - Allows you to stay for up to 6 years but can apply for Indefinite Leave to Remain after 5 years.
64. A total of 70 points are required. Points are given for mandatory criteria such as English Language Requirement, Maintenance level, job level (RQF level), Certificate of Sponsorship, as well as appropriate minimum salary.

아티스트를 위한 다른 비자 종류

60. Global Talent Visa 와 Promise 준비하기에는 아직 이른가요? 그래도 걱정 마십시오. 아티스트로서 신청하여 영국에서 취업하거나 career 를 쌓기 위한 다른 비자들 충분히 있습니다.
61. 물론 Global Talent 비자가 예술활동을 위해 가장 넓은 분야에서 자유롭지만, 이 외에도 아티스트 작업활동을 가능하게 하는 다른 종류의 비자가 5 개는 족히 넘게 있습니다. 다만 본 지침서에는 Global Talent 에 중심을 두었기 때문에 나머지 다른 비자들은 아래에 간단하게만 나열했습니다.

T2 Skilled Worker

62. 만약 그 무슨 이유에서든지 Global Talent 비자가 본인에게 적합하지 않다면 그 다음 선택은 T2 Skilled Worker (T2 SW) (이전 Tier 2 General) 비자 일 것 입니다.
63. T2 Skilled Worker 로서 지원하기 위해서는 아래와 같은 조건을 맞추어야 합니다:
- Tier 2 Sponsor (A-rated)
 - Job offer
 - Certificate of Sponsorship (CoS)
 - Minimum salary
 - (늘 비자 신청시 필요하듯이) maintenance
 - English Language requirement
 - 6 년 까지 연장 가능, 5 년 뒤에 영주권 신청 가능
64. T2 SW 비자를 취득하기 위해서는 총 70 포인트를 받아야 하는데, 여기에는 영어시험 점수, 생활비 입증, Certificate of Sponsorship, 최소임금수준, 직업/ 직종의 스킬 레벨 (RQF level) 등의 요소가 있습니다.

65. Standard Occupation Classification (SOC) Codes are, to put it simply, job classifications which are used by the UK's Office for National Statistics (ONS) when collecting data from in and around the country for various purposes. The UKVI has decided to adopt these codes to distinguish and recognise different jobs for Sponsors. Most jobs that a Sponsor can offer to a migrant worker will be 'identifiable' from this SOC code list. For Artists, for example, the SOC Code is '3411' (see the above list and the table below for more details). Luckily, most of the Artist or art-related occupations can be found on the Shortage Occupation List (contained in [Appendix Shortage Occupation List](#) of the Immigration Rules). If an occupation is in the Shortage list, it means that your Tier 2 Sponsor is exempt from certain usual requirements, most notably, lower minimum salary level.

- 3411** - Artist (RQF Level 4 – Shortage Occupation)
- 3412** – Authors, Writers, and Translators
- 3413** – Actors, entertainers, and presenters
- 3414** – Dancers and choreographers (RQF Level 4 – Shortage Occupation)
- 3415** – Musicians (RQF Level 4 – Shortage Occupation)
- 3416** - Arts officers, producers and directors (RQF Level 4 – Shortage Occupation)
- 3421** – Graphic Designers (RQF Level 4 – Shortage Occupation)

66. Have a look at each 'artist' occupation and the salary level in the table below in [Appendix 1](#) and [Appendix 2](#) which was excerpted from [Appendix Shortage Occupation List](#) and [Appendix Skilled Occupations](#) of the new Immigration Rules.

65. 먼저 SOC Code 라는 것이 있습니다. Standard Occupation Classification (SOC) Code 라는 것은 영국 통계청(ONS) 통계자료 중 직종 구분을 하기 위해 만든 classification 이고, 이민국에서 그대로 차용해 사용하고 있습니다. T2 SW 비자로 취업 하려면 하고자 하는 일이 SOC Code 에 나와 있어야 합니다. 예를 들어 Artist 의 경우 SOC Code 는 3411 입니다. 위에 리스트와 아래 테이블을 보시면 다른 creative jobs 들의 SOC Code 와 job description, 그리고 이에 따르는 적절한 임금수준(appropriate salary level)을 정리해 놓았습니다. 참조하세요. 물론 T2 SW 는 스폰서를 받아야 하는 어려움이 있지만 다행히 몇몇 아티스트 직종은 Shortage Occupation 에 list 되어 있는데요, Shortage Occupation 이란 영국 내에 많이 필요로 하는 직종이어서 이런 분야를 채용할 때에 고용주 요구사항이 보통 회사원/ 사무직 보다 덜 까다롭습니다. 이런 creative jobs 을 고용 할때 인력 수급이 어려울 수 있어 구직을 비교적 쉽게 할 수 있습니다. (물론 공석이 있다면 말이죠.)

- 3411** - Artist (RQF Level 4 – Shortage Occupation)
- 3412** – Authors, Writers, and Translators
- 3413** – Actors, entertainers, and presenters
- 3414** – Dancers and choreographers (RQF Level 4 – Shortage Occupation)
- 3415** – Musicians (RQF Level 4 – Shortage Occupation)
- 3416** - Arts officers, producers and directors (RQF Level 4 – Shortage Occupation)
- 3421** – Graphic Designers (RQF Level 4 – Shortage Occupation)

66. 아래 in [Appendix 1](#) and [Appendix 2](#) 아티스트에게 적합한 직종을 나열해 놓았습니다. 해당 부분은 이민 규율 중 from [Appendix Shortage Occupation List](#) and [Appendix Skilled Occupations](#) 을 참고하시면 됩니다.

T5 Temporary Worker (Creative and Sporting Workers)

67. If you are only looking for a year or two to gain experience and network in the UK, then you could try Tier 5 Temporary Worker in the Creative category. For Tier 5 Temporary Worker (Creative) route, you will need:
- Tier 5 Sponsor (A-rated)
 - Tier 5 Sponsor to either advertise the role or otherwise justify how the role makes 'additional contribution to the UK labour market'
 - An offer of job/ work under an appropriate SOC Code from the Sponsor
 - Certificate of Sponsorship (CoS) issued by the same Sponsor
 - Tier 5 Sponsor to pay you the appropriate salary under the SOC Code
 - Evidence of maintenance; and
 - English Language Certificate
 - Allows you to stay for 12 months (or up to 24 months if extended), during which you must work for your Tier 5 Sponsor.

T5 Temporary Worker (Creative Worker Concession)

68. This visa is suitable for someone who has a job offer from a UK sponsor/ employer on a short assignment. The visa allows you to come and work in the UK for that contracted sponsor for a maximum of three months.
69. [Appendix T5 \(Temporary Worker\) Creative or Sporting Worker](#) states in its opening paragraph that "A Creative Worker is someone who can make a unique contribution to the UK's rich cultural life, for example, as an artist, dancer, musician or entertainer, or as a model contributing to the UK's fashion industry"
70. As visa nationals (see below for further explanation and application), South Korean

Tier 5 Temporary Worker (Creative and Sporting)

67. 장기적으로 거주 할 필요가 없을 경우에는 12 - 24 개월까지 일을 하고 네트워킹하면서 있을 수 있는 비자가 Tier 5 입니다. Tier 5 비자를 위해서 필요한 것:
- A Rating Tier 5 Sponsor
 - 스폰서 광고, 아니면 해당 직종이 영국 labour market 에서 기회를 빼앗아 가는게 아니라 오히려 contribution 을 해줄 경우엔 스폰서 광고 requirement 면제
 - Job offer
 - Certificate of Sponsorship (CoS)
 - Minimum salary
 - (늘 비자 신청시 필요하듯이) maintenance
 - English Language requirement
 - 임시 비자 이고, 길어야 24 개월이 넘지 않음 다른 비자로 전환 불가능.

T5 Temporary Worker (Creative Worker Concession)

68. 이 비자는 단기간 고용되어 일을 할 Creative Worker 에게 적합한 비자 입니다. 최대한 3 개월까지 거주 업무 가능합니다.
69. 현행되는 이민법 [Appendix T5 \(Temporary Worker\) Creative or Sporting Worker](#) 서두에는 이렇게 적혀 있습니다: "Creative Worker 는 예술가, 댄서, 음악가, 연예인, 영국 패션 산업에 기여하는 모델 등 영국의 풍요로운 문화 생활에 독특한 기여를 할 수 있는 사람입니다."

citizens would simply obtain a job offer and a CoS from an A-rated UK sponsor while still in Korea, then simply travel to the UK with this CoS and your passport. There is no need to apply for entry clearance (visa from outside the UK) before you travel. This is the concession.

71. To see how this visa compares with other long-term and temporary visas, go to [Appendix 5](#) below.

Other Visas which indirectly allow arts and cultural activities

T5 Youth Mobility Scheme

72. If you are a Korean national, you will already be familiar with Tier 5 YMS. A quick recap, though, for the sake of completeness:

- Aged between 18 - 30
- South Korea is one of 8 countries in the world which participates in this scheme with the UK and can send up to 1,000 a year
- Work, study, holiday freely with hardly any restrictions
- No English requirement
- Must prove maintenance
- Can stay up to 24 months
- Cannot switch to any other visa while in the UK
- Cannot bring family members

Visit (Standard)

73. No time for a sponsorship? Only planning a short trip for a stint at a gig, festivals, flash performance etc. Then a Visitor visa is for you! A quick summary of this the kind of visa is here:

- Aged 18 or over (i.e. must not be a child)
- Can stay for up to 6 months
- As a visiting artist, you could give performances, attend auditions/ competitions, promotions, but usually, you cannot be paid for any of this or any work you do.
- You could exceptionally work and be paid for your performance, but only if you are performing in a **Permit Free Festival**. Permit Free Festivals are cultural events and festivals listed in [Appendix Permit Free Festivals](#) and these include nationally

70. 한국과 같이 무비자 국적인 (자세한 내용은 아래) 일 경우, 영국에서 단기간 고용되어 일을 할 수 있는 비자로, 영국 스폰서에게서 CoS 만 받는다면 한국에서 출발하기 전에 비자를 받지 않고도 CoS 와 한국 여권 두가지만으로 영국 이민국 심사를 통과해 들어올 수 있는 concession 입니다.

71. T5 Concession visa 가 다른 비자와 어떻게 다른지 한눈에 볼 수 있는 [Visa Comparison Chart](#) 를 아래 [Appendix 5](#) 에 있습니다. 참고하세요.

Tier 5 Temporary Worker (Youth Mobility Scheme)

72. 먼저 우리 모두가 이미 잘 알고 있는 YMS! 그렇지만 잠시 짚어 보고 갑니다.

- 18 - 30 살
- 한국은 영국과 YMS 계약을 맺은 8 개 국가 중 하나이고, 일년에 1000 개의 government sponsorship 발급이 가능 함.
- 취업, 사업, 학업 다 가능
- 영어 시험 필요 없음
- Maintenance 증명 필요
- 24 월까지 거주 가능
- 다른 비자로 전환 불가능
- 동반가족 불가능

Visit (Standard)

73. Sponsorships 를 기다릴 시간도 없다? 잠시 와서 공연을 하거나 오디션, 투어, 페스티벌 (공연) 참석 등을 원한다면 현재 방문 비자로도 충분히 다 가능 합니다. 아래 보통 방문 시 가능한 조건을 정리해 봤습니다:

- 18 상 이상
- 6 개월까지 방문 가능
- 아티스트로서 공연, 오디션 보기, 홍보 활동 등 충분히 가능 함. 하지만 대가(사례금)을

and internationally well-known events e.g. Bestival, Brighton Fringe, City of London, Edinburgh Fringe, Glastonbury, Reading Festival etc. An Artist invited to perform and payment for performing in any of these festivals is allowed, even as a visitor.

Visit - Permitted Paid Engagements (PPE)

74. Another way to do paid work while visiting the UK is to do a Permitted Paid Engagement (PPE). You must be already working as a professional performing and creative arts, and covers artist, entertainer (both individuals and as a group), musicians, visual artists, make-up artists, writers, circus practitioners, filmmakers, dancers, choreographers, and photographers. When you are visiting the UK, you may carry out an activity directly relating to your profession, e.g. performing, judging panels, giving lectures, book signing, exhibitions, selling your own artwork etc.
75. In addition to being a professional in your field, you need to have a current invite from a **creative (arts or entertainment) organisation**, agent or broadcaster based in the UK. You need to have this invite from the organisation before you apply for the visa or before you travel (if non-visa national). The term 'Creative organisations' - who may invite you as a PPE visitor - mean all organisations involved in artistic and entertainment activities. Examples include galleries, arts faculties or departments in universities, schools and venues involved in producing or staging of events.
76. You could apply for this visa up to 3 months before you wish to travel, and once granted, you could work as a visitor under this category for up to 1 month.

What is a Non-Visa National?

77. A Visa National is a citizen of a country who is not required to show to the UK a pre-obtained visa to enter, known as 'entry clearance' for certain types of short visits for less than 6 months (except when entering as a fiancée, to marry). See here for a list of the opposite – [Visa Nationals](#) (those who need a visa to visit, even for a short period). As a

받는 일은 할수 없음. (voluntary 로 하고, voluntary 로 사례 받는 것 금지)

- 예외적으로 Permit Free Festival 에 참가해 공연을 해 주는 것으로 사례를 받는 것은 허용 됨. Permit Free Festival 이라고 리스트에 적혀 있음. 현재 e.g. Bestival, Brighton Fringe, City of London, Edinburgh Fringe, Glastonbury, Reading Festival 등등이 등록이 되어있음.

Visit - Permitted Paid Engagements (PPE)

74. 방문 비자로 와서 사례를 받고 일을 할수 있는 길이 또 있는데, 그게 바로 Permitted Paid Engagement 입니다. PPE 를 하기 위해서는 여러 조건이 맞춰져야 하는데, 일단 professional performing and creative arts, and covers artist, entertainer (both individuals and as a group), musicians, visual artists, make-up artists, writers, circus practitioners, filmmakers, dancers, choreographers, and photographers 등의 직종이 포함 되어 있습니다. 그리고 paid activity 란 performing, judging panels, giving lectures, book signing, exhibitions, selling your own artwork 등의 일을 할수 있다는 겁니다.
75. 여기서 조건은 위에 말한 것 처럼 professional 이여야 하고, 영국의 creative organisation 에게 로 부터 invitation 을 받아야만 가능 한데, 이 invitation 은 방문 비자를 신청하기 전에, 아니면 non-visa national 일 경우 영국에 오기 전에 이미 invitation 을 받아 놓아야만 가능합니다. Creative Organisation 이란 모든 예술, 공연 관련 기관을 뜻하고 여기에 미술관, 학교, 대학, 공연장 등이 포함 됩니다.
76. 이 PPE 방문 비자는 여행 3 개월 이전부터 신청 가능 하고, 영국에서는 1 달 (30 일) 동안 활동 가능합니다.

(South) Korean national, you do not need to apply for a visitor's visa and have this in your passport before you travel. You are free to travel as a standard visitor for up to 6 months and could be engaged in PPE for up to 1 month within these 6 months. But, if you intend to do some PPE while in the UK as a visitor, there are so many things on which you must prove and persuade the immigration officers at port that getting a PPE visitor visa from Korea before you travel would reduce any risk of misunderstanding or refusal of entry.

78. Besides these, visas such as Leave to Remain on the ground of Art. 8 Private and Family Life, Spouse/ Partner of British national/ settled person, Dependants of Points Based Migrants, Spouse/ Dependants of EU national with pre-/ settled status are all free to pursue employment, study, or self-employment under the wider conditions of their visas.

Epilogue

79. So, there you have it – a comprehensive look at the current UK visa opportunities for the arts. Some are made for artists, while others are just suitable enough for artists and other creative types to take advantage of. I hope this short exploration of the visas was helpful. By no means can this guidance give you the full set of details on each visa types mentioned or pretend to offer you personalised advice. I cannot stress the importance of obtaining your own personalised advice on your case.
80. If you require professional help with your application, you can contact me for a consultation & application preparation on admin@eunyoungcho.com
81. Good luck to you all!

Eunyoung Cho
Solicitor-Advocate (England & Wales)
admin@eunyoungcho.com
9 December 2020

What is a Non-Visa National?

77. 무비자 국민이란 영국을 출/ 입국 할 때 6 개월 미만 정도의 짧은 방문은 비자 없이도 입국허가를 이미 가지고 있는 국민을 말합니다. (반대로 [visa national](#) 은 영국 방문 시 항상 비자를 먼저 신청해서 발급받아야 하는 국민을 말합니다). 한국국적인의 경우 무비자 국민이기 때문에 영국 방문을 하려면 여행 전에 입국허가 비자 (entry clearance) 를 꼭 신청하지 않으셔도 됩니다. 곧 한국인 아티스트로서는 standard visitor 로 입국을 하게 되겠고, 이 기간 중 PPE 를 1 달 동안 역시 비자를 미리 받고 오지 않아도 가능합니다.
78. 이밖에도 문화예술활동이 특별히 제한되지 않은 비자들이 있습니다. 바로 유럽 인권법 8 번조항 private and family life visa, 배우자 비자, 그리고 포인트 제 비자 취득자 동반가족들이 있으니 참고하십시오.

Epilogue

79. 지금 읽으신 대로 예술가를 위한 현재 영국 비자 기회에 대한 종합적인 견해입니다. 한국어 텍스트 중 명확성이 필요한 경우는 왼쪽 열에 있는 영어 원본 텍스트를 참조하십시오. 이상 본 비자 안내가 도움이 되기를 바랍니다. 공간상 언급된 모든 비자 유형에 대해 상세히 다루지 못한 점이 아쉽지만, 동시에 위에 언급된 내용이 개개인의 특정 상황에 맞춘 조언을 대체할 수는 없습니다. 따라서 개인적 조언의 중요성을 다시 한번 강조 합니다.
80. 전문적인 도움이 필요한 경우 저에게 연락하시면 상담 및 신청 준비를 도와 드릴 수 있습니다.
81. 꼭 성공하시길 바랍니다!

조은영 변호사 2020 년 12 월 9 일

|

Appendix 1: T2 Skilled Worker Creative Occupation

(* See also [Shortage Occupation List](#))

SOC CODE	Job Title	Appropriate Salary	RQF
3411 Artists	Artist, Illustrator, Portrait painter, Sculptor	£21,000 £10.36 per hour	RQF 4
3411 Artists (Shortage List)	All Jobs	£16,800 £8.28 per hour	Shortage Occupation
3412 Authors, writers and translators	Copywriter, Editor (books), Interpreter, Technical author, Translator, Writes	£25,600 £12.62 per hour	RQF 4
3413 Actors, entertainers and presenters	Actor, DJ, Entertainer, Presenter (broadcasting), Singer	£32,200 £15.88 per hour	RQF 4
3414 Dancers and choreographers	Ballet dancer, Choreographer, Dancer, Dance teacher	£29,800 £14.69 per hour	RQF 4
3414 Dancers and Choreographers (Shortage List)	ONLY Skilled classical ballet dancers or skilled contemporary dancers who meet the standard required by internationally recognised UK ballet or contemporary dance companies. The company must be endorsed as being internationally recognised by a UK industry body such as the Arts Councils (or England, Scotland, and/ or Wales).	£23,840 £11.76 per hour	Shortage Occupation
3415 Musicians (Shortage List)	ONLY skilled orchestral musicians who are leaders, principals, sub-principals or numbered string positions, and who meet the standard required by internationally recognised UK orchestra. The Orchestra must be endorsed as being internationally recognised by the Association of British Orchestras.	£22,000 £10.85 Per hour	Shortage Occupation
3416 Arts officers, Producers, and Directors (Shortage List)	All Jobs	£24,000 £11.83 Per hour	Shortage Occupation
3421 Graphic Designers (Shortage List)	All Jobs	£18,800 £9.27 Per hour	Shortage Occupation
3422 Product, clothing and related designers	Design consultant, Fashion designer, Furniture designer, Interior designer, Kitchen designer Textile designer	£25,400 £12.52 per hour	RQF 4

APPENDIX 2: T5 Creative Workers Codes of Practice

If the job meets these criteria, the employer does not need to advertise for the role before making an offer.

1. Ballet	
Appropriate salary rate	Payment must be commensurate with industry standards set out at www.equity.org.uk
Exemptions from advertising for those deemed to be making an additional contribution to the UK labour market	<p>1. The dancer is required for continuity The applicant has worked for a period of one month or more during the past year on the same production outside the UK prior to coming to the UK. The "same production" means one which is largely the same in terms of direction and design as the production outside the UK. The sponsor must be able to supply proof that the requirement is met, e.g. contract of employment, press cuttings, cast list.</p> <p>2. The dancer has international status The applicant is internationally famous in their field. (This is different to being well-known only in one country). The sponsor must be able to supply proof that this requirement is met, e.g. press cuttings, awards, publicity material, television/radio interviews, programmes.</p> <p>3. The dancer is engaged by a unit company A unit company is a ballet company which exists in a country outside the UK and has put on at least one production in that country. The sponsor must be able to supply proof that this requirement is met, e.g. press cuttings, awards, publicity material, television/radio interviews, programmes; and proof that the applicant is engaged by the unit company for the production in the UK, e.g. contract of employment.</p> <p>4. The dancer is recruited from a specified school for a specified company The applicant is recruited from: (a) the English National Ballet School for English National Ballet; (b) the Royal Ballet School for the Royal Ballet; or (c) the Royal Ballet School or Elmhurst School for Dance for Birmingham Royal Ballet. The Sponsor must be able to supply proof that, at the time of recruitment, the applicant was or recently had been a student at the school concerned, e.g. a letter of confirmation from the school, and proof that the applicant has been engaged by the company concerned, e.g. contract of employment, letter of confirmation from the company.</p>
Required advertising media for other posts	<p>At least one of:</p> <ul style="list-style-type: none"> • The Stage • Dance Europe • The Spotlight Link
2. Dancers (in dance forms other than ballet)	
Appropriate salary rate	Payment must be commensurate with industry standards set out at: www.equity.org.uk
Exemptions from advertising for those deemed to be making an	<p>1. The dancer is required for continuity The applicant has worked for a period of one month or more during the past year on the same production outside the UK prior to it coming to the UK. The "same production" means one which is largely the same in terms of direction and design as the production</p>

<p>additional contribution to the UK labour market</p>	<p>outside the UK. The sponsor must be able to supply proof that the requirement is met, e.g. contract of employment, press cuttings, cast list.</p> <p>2. The dancer has international status The applicant is internationally famous in their field. (This is different to being well-known only in one country.) The sponsor must be able to supply proof that the requirement is met, e.g. press cuttings, awards, publicity material, television/radio interviews, programmes.</p> <p>3. The dancer is engaged by a unit company A unit company is a dance company which exists in a country outside the UK and has put on at least one production in that country. The sponsor must be able to supply proof that the requirement is met, e.g. contract of employment.</p> <p>4. The dancer performs in a certain style unlikely to be available in the UK It would not be reasonable to expect the sponsor to recruit in the UK because a style is required which would be unlikely to be available in the UK labour force. The sponsor must be able to supply proof that: (a) a certain style is required; and (b) the individual performs in that style, e.g. press cuttings, awards, publicity material, proof of training.</p>
<p>Required advertising media for other posts At least one of:</p>	<p>Dance agencies</p> <ul style="list-style-type: none"> • The Stage • Dance Europe • Juice • The Spotlight
<p>3. Performers in film and television</p>	
<p>Appropriate salary rate</p>	<p>Payment must be at least at the level of the appropriate UK market rates, which can be obtained from Equity at www.equity.org.uk.</p>
<p>Exemptions from advertising for those deemed to be making an additional contribution to the UK labour market</p>	<p>1. The work is for continuity The sponsor must be able to supply proof that the overseas national has worked on, or will be working on the same production overseas for at least one month. Where a sponsor wishes to issue a Certificate of Sponsorship for reasons of continuity involving a performer that has worked on the same piece of work overseas for less than one month, the Sponsor must notify Equity at least 5 working days prior to the issuing of the certificate with details of the filming schedules. This is in order to verify that the applicant is being genuinely engaged for reasons of continuity. Sponsors may issue Certificates of Sponsorship for performers to enter the UK to undertake post-production work only and provided that such post- production work solely relates to their own role in the film or TV production. For such Certificate of Sponsorship, neither the one month requirement nor prior notice to Equity procedure applies. The Sponsor must be able to supply documentary proof that the performer has worked on, or will be working on, the same production outside the UK for at least a month e.g. contracts, press cuttings, cast lists, etc</p> <p>2.The performer has international status The sponsor must be able to provide proof the applicant is known internationally, or they have demonstrable international box-office appeal e.g. press cuttings, awards,</p>

	<p>accolades, publicity material, television/radio interviews, film and TV credits; or documentary proof that the performer has demonstrable international box-office appeal through international box office figures for films they have starred in or led as a principal performer.</p> <p>3. Highly specialist or unusual roles For certain highly specialist or unusual roles, it may not be possible or reasonable to recruit from the UK because the role requires specific or specialist attributes, including but not limited to: physical appearance; physical talent and linguistic or vocal skills. In such circumstances, where appropriate, Sponsors should first attempt to conduct searches in the UK as set out in category 3 to a reasonable degree. However, it is recognised that the extent of such searches within the UK shall be proportionate to the rarity and specialty of the attributes of the role. The Sponsor must be able to provide proof:</p> <ul style="list-style-type: none"> • that the role requires certain highly specialist attributes; and • that the performer possesses those attributes; and • of the casting process and casting considerations; and • of reasonable and appropriate searches in the UK (if applicable); and • a list of any UK candidates who were unavailable at the required time. <p>4. Featured guest in an entertainment programme, or subject of a factual programme The applicant must be a featured guest on an entertainment programme or subject of a factual programme. For example, actors, comedians or other performers booked to appear on a chat show or a professional variety show, or scheduled to be subject of an arts programme or documentary. The sponsor must be able to provide:</p> <ul style="list-style-type: none"> • A formal letter from the broadcaster or producer or copy of the relevant section of the commissioning agreement confirming the reason the migrant is required (e.g. to feature in an entertainment programme); and • The name of the programme concerned; and • Details of any recording or filming schedules. <p>5. Performers who are tied to the finance of the production The applicant must be necessary to a production because the finance is contingent on the particular performer being cast in the film or TV production. The sponsor must be able to provide a formal letter of confirmation from the production's principal financier.</p> <p>6. Performers who do not meet the key criteria but who are commercially important The applicant must be commercially important to the production. This may be demonstrated by a formal letter in support from a principal financier, or distributor. The sponsor must give prior notice to Equity providing supporting evidence detailing: description of the role and film, and the reasons why advertising was not appropriate and a letter in support. The sponsor must provide Equity with:</p> <ul style="list-style-type: none"> • the details of the performer(s) required, role, description of the production; and • the reasons why the role has not been advertised; and, • a formal letter in support of the applicant from a financier or distributor; and • if the performer is an up-and-coming performer, or cast to appeal to a particular overseas audience, then evidence of their CV, reviews, previous work, awards/accolades, and/or evidence of audience appeal would be required. <p>7. International Co-productions Sponsors issuing CoS to performers taking part in international co-productions structured under one of the UK's bilateral co- production treaties, or under the European Convention on Cinematographic Co-Production, need to provide the following evidence:</p> <ul style="list-style-type: none"> • Provisional approval from the UK Film Council certification department that the film is being structured as an official co- production; or
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	<ul style="list-style-type: none"> • Interim certification from the UK Film Council Certification Department.
Required advertising media for other posts	A resident labour search in accordance with standard industry practice, which will normally involve engagement of casting agents within the EEA and contacting performers' agents, and may include advertising on Equity's job information service
Additional evidence required for stunt performers	<p>The sponsor must also demonstrate that the applicant possesses the equivalent qualifications, skills and competence to UK industry standards. This may be demonstrated by either</p> <ol style="list-style-type: none"> 1) a reference in support from a UK-based expert with demonstrable knowledge of the UK stunt industry; or 2) evidence of competence at a level equivalent to UK industry
4. Performers in theatre or opera	
Appropriate salary rate	Payment should be commensurate with industry standards set out at: www.equity.org.uk
Exemptions from advertising for those deemed to be making an additional contribution to the UK labour market	<ol style="list-style-type: none"> 1. The performer is required for continuity The applicant has worked for a period of one month or more during the past year, on the same production outside the UK prior to it coming to the UK. The "same production" means one which is largely the same in terms of direction and design as the production outside the UK. The sponsor must be able to provide proof that the performer is currently working, or has worked, on the same production outside the UK and has done so, or did so, for at least one month during the past year, e.g. contract of employment, press cuttings, cast list 2. The performer has international status The applicant is internationally famous in his field. (This is different to being well-known only in one country.) The sponsor must be able to provide proof that the performer has international status, e.g. press cuttings, awards, publicity material, television/radio interviews, programmes 3. The performer is engaged by a unit company A unit company is a theatre or opera company which exists in a country outside the UK and has put on at least one production in that country. The sponsor must be able to provide proof that the company has put on at least one production in its home country, e.g. press cuttings, awards, publicity material, television/radio interviews, programmes; and proof that the individual is engaged by the unit company for the production in the UK, e.g. contract of employment. 4. The performer has a certain attribute unlikely to be available in the UK The role requires an attribute which would be unlikely to be available in the UK labour force, e.g. a certain physical appearance, physical talent, or linguistic or vocal skill. The sponsor must be able to provide proof that <ol style="list-style-type: none"> a) the role requires a certain attribute; and b) the individual has that attribute. 5. The performer is the subject of an exchange under one of the UK theatre industry's exchange programmes

	The applicant satisfies the requirements of either of the exchange programmes with the United States and Australia operated by the theatre industry. Sponsors wishing to use this category must contact Equity in the first instance.
Required advertising media for other posts	At least one of: <ul style="list-style-type: none"> • The Stage • PCR
5. Workers in film and television	
Appropriate salary rate	Payment of migrant workers in all cases must not be below the UK market rates found on the PACT and BECTU websites at www.pact.co.uk and www.bectu.org.uk .
Exemptions from advertising for those deemed to be making an additional contribution to the UK labour market	<p>1. The worker is a Senior Creative Grade The applicant must possess the skills and experience of a Senior Creative Grade for the following roles:</p> <ul style="list-style-type: none"> • Producer • Director • Director of Photography (Cinematographer) • Production Designer • Costumer Designer • Hair/Make Up Supervisor • Editor • Composer • Visual Effects Supervisor • Sound Designer • Script Writer <p>The sponsor must be able to provide documentary proof that the worker has the skills and experience in that role e.g. film and TV credits, qualifications, CV, press cuttings, awards, accolades, publicity material, television/radio interviews.</p> <p>2. The worker is required for production continuity The applicant must be providing significant creative input and have worked on or will be working in a post involving creative input on the same piece of work overseas for at least one month. The sponsor must demonstrate that the applicant has a direct working relationship with a Senior Creative Grade as listed in Category 1. For example, a first assistant editor might work directly with an Editor on the same piece of work overseas. No more than one additional worker may be sponsored in addition to a Senior Creative Grade, other than in exceptional circumstances, where there is a case based on production continuity. Sponsors must be able to provide:</p> <ul style="list-style-type: none"> • Evidence that the role involves creative input and the worker possesses the skills and qualifications for the role, e.g. copies of qualifications, CV, credits, press cuttings, awards, accolades; and • Evidence that the worker is currently, or has worked on, or will be working on the same production outside the UK for at least a month and evidence of current working relationship with a key Creative grade in Category 1 i.e. contracts, letters of engagement, casting lists, CV, references in support, credits, press cuttings; and • In the circumstances where more than one additional worker is sponsored, the case must be set out in supporting documentation from the Sponsor.

	<p>3. Other key creative workers</p> <p>The applicant must be providing key creative input and have a significant previous working relationship with a Senior Creative Grade as listed in Category 1. A "significant" previous working relationship entails an established pattern of joint working on a number of previous productions rather than isolated or random examples. No more than one additional worker may be sponsored in addition to a Senior Creative Grade, other than in exceptional circumstances, where there is a creative case.</p> <p>The Home Office will notify BECTU promptly of the issuing of certificates of sponsorship for camera, editing and grip grades, and 1st Assistant Directors and BECTU may request sight of the evidence in support for such grades.</p> <p>The Home Office will notify the Production Guild promptly of the issuing of certificates of sponsorship for the following grades: Executive Producer (when providing the functions of a Line Producer or Financial Controller/Production Accountant), Line Producer, Co-Producer, 1st Assistant Director, Unit Production Manager, Production Supervisor, Financial Controller, Production Accountant and the Production Guild may request sight of the evidence in support for such roles.</p> <p>Sponsors must be able to provide:</p> <ul style="list-style-type: none"> • Evidence that the applicant is in a creative or technical role and possesses the skills and qualifications for the role, e.g. copies of qualifications, CV, credits, press cuttings, awards, accolades etc; and • Evidence of the applicant's previous working relationship with a key Creative Grade in category 1. e.g. CV, references in support, credits, press cuttings; and • In the circumstances where more than one additional worker is sponsored per Department head, the case must be set out in a supporting documentation from the Sponsor. <p>4. The role is highly specialist, where advertising is demonstrably not appropriate</p> <p>For certain highly specialist roles, it would not be reasonable to expect an employer to undertake a resident labour market search. One example would be a role which requires particular attributes considered unlikely to be available from the resident labour force, for example where the role involves the application of highly specialist skills or new technology or proprietary technology or special effect, or unique knowledge. The Sponsor must be able to provide documentary proof that it would not be reasonable to expect the sponsor to undertake a resident labour market search e.g. in relation to the above example, proof that the role requires certain highly specialised skills e.g. job description; and that the applicant possesses those skills e.g. qualifications, CV, credits. For all roles under this category, UKBA will notify BECTU promptly of the issuing of certificates of sponsorship and BECTU may request sight of the evidence in support for such grades.</p> <p>5. International Co-productions</p> <p>Sponsors issuing certificates of sponsorship to workers taking part in international co-productions structured under one of the UK's bilateral co-production treaties, or under the European Convention on Cinematographic Co-Production, need to provide the following evidence:</p> <ul style="list-style-type: none"> • Provisional approval from the UK Film Council certification department that the film is being structured as an official co- production; or • Interim certification from the UK Film Council Certification Department.
Required advertising media for other posts	<ul style="list-style-type: none"> • For roles where formal advertising is not the usual industry practice for recruiting for a particular role:

	<p>For these roles, the sponsor must carry out suitable and reasonable searches of the resident labour market, such as contacting agents, organisations, diary services or semi-formal worker networks.</p> <p>Where such informal recruitment methods are used, the sponsor must demonstrate a reasonable period within which it has searched the resident labour market, this should be for a least a period of two weeks.</p> <ul style="list-style-type: none"> • Where formal advertising is usual for a role: <p>For these roles, the sponsor must advertise the role to suitably qualified resident workers in an appropriate journal, newspaper, website or online directory. The choice of advertising medium should be appropriate for the particular role. The following advertising media may be appropriate: searching relevant online directories such as the Knowledge Online, Production Base, or through industry organisations such as the Production Guild. Other forms of advertising may be appropriate depending on the type of role. For longer terms contracts, advertisements in Guardian Media, Broadcast, Screen International, Marketing Week would be appropriate.</p> <p>Under this category, in the case of camera, editing and grip grades, and 1st Assistant Directors, the Home Office shall promptly notify BECTU of the issuing of certificates of sponsorship and BECTU may request sight of the evidence of the steps to search for resident labour for these roles.</p> <p>Under this category, in the case of Executive Producer (when providing the functions of a Line Producer or Financial Controller/Production Accountant) Line Producer, Co-Producer, 1st Assistant Director, Unit Production Manager, Production Supervisor, Financial Controller, Production Accountant grades, the Home Office will promptly notify the Production Guild of the issuing of a certificate of sponsorship and the Production Guild may request sight of the</p>
<p>Additional evidence required for Personal Assistants to Directors and Producers of international status</p>	<p>Sponsors may issue a Certificate of Sponsorship to a single, non-technical, non-creative personal assistant who supports a Director or Producer under category 1, who has demonstrable international status i.e. are known worldwide for international box office success.</p> <p>The Sponsor must notify BECTU promptly of the issuing of a certificate under this category for a PA to a Director and must notify the Production Guild promptly of the issuing of a certificate for a PA to a Producer. They may request sight of the evidence in support for such roles. Sponsors issuing certificates to applicants under this category must be able to supply proof that:</p> <ul style="list-style-type: none"> • the applicant has a significant previous working relationship with the Director or Producer (a "significant" previous working relationship entails an established pattern of joint working on a number of previous productions rather than isolated or random examples); and • the migrant works only as a personal assistant to the Director/Producer and does not undertake creative or technical duties; and • the Director or Producer is of international status i.e. known worldwide, or they have demonstrable box-office appeal worldwide. • the worker has the skills and experience in that role e.g. a reference in support from the Director or Producer, film and TV credits, qualifications, and CV • the Director or Producer has international status e.g. press cuttings, awards, accolades, publicity material, television/radio interviews, film and TV credits; or, documentary proof that they have demonstrable worldwide box-office appeal through box
<p>6. Models in the fashion industry</p>	

Appropriate salary rate	Payments should be commensurate with industry standards and comply with the National Minimum Wage rate to which they are entitled by the law in force at the relevant time.
Exemptions from advertising for those deemed to be making an additional contribution to the UK labour market	<p>1 Top models These are people who are recognised not just as models but may, also, be personalities in their own right. They are high earners and, for the most part, will come to the UK with pre-booked work. A sponsor must be able to supply evidence that the model has international status, e.g. publications, publicity materials, press engagements, relevant social media presence.</p> <p>2 Commercial models These are those models who have sufficient a level of experience that they are already established, if not in the UK, certainly in their own or other markets. They may already be known to UK clients or will certainly have been pre-marketed, however, photographs alone are not sufficient, except for models flying in for a particular job. Sponsors issuing a CoS must be able provide the following evidence: i) Evidence of previous engagements or of commercial status in the UK, and/orii) Evidence of working in markets other than the UK</p> <p>3 The model is required for continuity The model has worked for the same client, within the past two years, prior to coming to the UK. The sponsor must be able to provide evidence, e.g. confirmation of past and intended bookings.</p> <p>4 New faces Will have experience but may be entirely new to the UK market, or on a second or third visit. The New Face Model will have shown considerable promise and, being the 'latest' face, are likely be much sought after, particularly by photographers and print or digital media alike. Models must meet 65% of the eligibility criteria for the Modelling Industry, as endorsed by the British Fashion Council. Sponsors must be able to provide evidence of which criteria are met.</p>
Required endorsement for those falling outside the above criteria	<p>A British Fashion Council approved panel will be put in place to endorse specific models with real potential that are unable to fulfil the required four criteria, which is most likely to occur within the New Faces category. Applications will still be required to be scored against the criteria and the supporting documents submitted to the Panel to enable them to make a decision.</p> <p>Sponsors must be able to demonstrate panel approval when issuing CoS.</p>

APPENDIX 3: Template Request for Letter of Recommendation (UK based arts and cultural organisation)

[ADDRESSEE @EMAIL]

Subject: Letter of Endorsement for [YOUR NAME] – Global Talent Visa/ Promise Visa

Dear [ADDRESSEE],

I hope you are well.

[As you may know], I am considering an application for endorsement from the Arts Council England for a visa under Global Talent Visa category. Getting this visa would mean that I would be free pursue my career in [my specialist field] with very little immigration hindrance. I will be preparing an application as an Exceptional Promise candidate and I wondered if you could help me by providing a letter of recommendation for me for this.

The Home Office asks for a maximum of 10 pieces of prescribed evidence on media recognition, prize-winnings/ nomination/ short-listing, and exhibitions from the last 5 years. These are to be passed on to Arts Council England for their assessment. In addition to these 10, I must also provide 3 letters of reference. Two of these must be from "*well-established organisation acknowledged as experts*" in my field of art, while the third may be either from organisations or from individuals. (You can click here if you wish to see the requirements yourself in [Global Talent Visa Arts Council guidance](#)). If they look at my evidence including the recommendation letters and believe I meet the criteria as a potential world leader in my field, they will make a recommendation to the Home Office to endorse me.

As you have come to know me and my work [as my MA/ Ph.D. tutor/ Head of dept./ previous client/ as a curator of my work etc. in the recent past], and your own qualification/ experience/ reputation in the field means that you would be the perfect reference for me.

I know that you are busy. So I have therefore prepared a template letter here with the requisite information for the reference in bullet points. I have also completed my experience section of the attached template letter. You can see that it asks for an introduction from you about your own work and credentials in this field, attach your CV/ qualification sheet, as well as your experience of/ exposure to my work, and finally your considered view on whether I (or rather my works so far) could be said to have shown Exceptional Promise to become a world leader in [MY FIELD OR WORK] in the future. I also attach my CV for your consideration.

I hope to gather all evidence along with the reference letter by [TIME LIMIT] and send my application by [TIME LIMIT]. I should be grateful for your help with this. If you have any questions on any part of my email, please let me know.

Yours sincerely,

[NAME] [Attachment: template reference letter]

APPENDIX 4A: 10-Evidence Self-Assessment Sheet
(for Arts Council England endorsement)

	Nature of Evidence (tick one)			Description of evidence	
	Media Recognition	Awards	Publication/ Performance/ Exhibitions	Exceptional Talent	Exceptional Promise
1	x			Must produce at least 2 media recognition from at least 2 different countries.	Must produce at least 2 media recognition from at least 1 country (meaning media of national or international distribution, not just a local newspaper).
2	x			"2 or more evidence' therefore providing 3 media recognition from at least 2 different countries is desirable.	
3	x				
4		x		Any number of awards, prizes, contribution to a win etc. will be accepted.	Any number of awards, prizes, contribution to a win, short-listing, nomination, contribution to short-listing or nomination etc. will be accepted.
5		x			
6			X	Any number of exhibitions, press releases are acceptable (only from the last 5 years)	
7			X		
8			X		
9			X		
10			X		

N.B. This chart is only for your self-assessment when gathering the 10-evidence to support your endorsement application for the Arts Council England (not necessarily for the umbrella bodies e.g., British Fashion Council, RIBA, PACT). Apart from Media Recognition categories, there is no minimum number of evidence you should produce in the other 2 categories (awards and exhibitions). Above is an illustration of how evidence may be constructed for a typical application.

APPENDIX 4B: 10-Evidence Self-Assessment Sheet
(Films, Television, Animation, Post-production, Visual Effects)

Major award or nomination, significant and direct contribution to the win or nomination of at least one of the Main Awards" (from the last 10 years) – Academy Award, BAFTA, Golden Globe, Emmy":

(Name of production nominated or award including category and year of the nomination or award)

(An explanation of your involvement if the nomination or award was as part of a group)

(The credit you received for nomination or award)

OR

(From the last 15 years) min. 2 Major Award nomination, significant and direct contribution to the nomination:

(An explanation of your involvement. If you are not named on the award you must provide a letter from the name recipients of the award demonstrating your contribution).

OR

Notable Industry Recognition (i.e. win or nomination from the list)

through achieving international sales and a specified combination of awards from Pact's Notable Industry List as set out in <https://www.pact.co.uk/services/global-talent-notable-awards-list.html>

APPENDIX 5: Visa Comparison Chart

	Global Talent (ACE endorsement specifically)		Skilled Worker	T5 Creative Worker	T5 Creative Concession	Visitor		
	Exceptional Talent	Exceptional Promise				General Visitor	Permit Free Festival Attendee	Paid Permitted Engagement (PPE)
Period of Grant	Up to 5 years per application.	Up to 5 Years per application.	5 years on a single sponsorship	Up to 12 months per application.	3 months max.	Up to 6 months	For a period of one off performances at a Permit Free Festivals.	1 month (30 days max.)
English Language Requirement	Not Required	Not Required	Yes - CEFR Level B1 from SELT, GCSE, A-level, or UK Degree	Not Required	Not Required	None		
Maintenance Requirement	Not Required	Not Required	Yes - £1,270 for the main applicant £285 for your partner £315 for one child £200 for each additional child	Yes - £1,270 for the main applicant £285 for your partner £315 for one child £200 for each additional child	Yes - Must be paid min. salary paid by PACT, Equity, or BECTU AND £1,270 for the main applicant £285 for your partner £315 for one child £200 for each additional child	None		
Other Costs	Immigration Health Surcharge (IHS) Application Fee between £610 to £1,408	Immigration Health Surcharge (IHS) Application Fee between £610 to £1,409	Immigration Health Surcharge (IHS) Application Fee between £610 to £1,410	Immigration Health Surcharge (IHS) Application Fee between £610 to £1,411	Application Fee between £244 per person	None		

Accompanying Family	Yes - Allowed	Yes - Allowed	Yes - Allowed	Yes - Allowed	Yes - Allowed	Individuals apply for and hold a visitor visa where necessary (or travel with valid non-visa national passport. In the case of children, travel with an adult).		
Qualifying Requirements	Valid endorsement from ACE for your field of practice.	Valid endorsement from ACE for your field of practice.	An Employer (Sponsor) Job Offer Sponsor CoS Min. salary of £25,600 (or the 'going rate' whichever is higher)	An Employer (Sponsor) Job Offer Sponsor CoS Min. salary of £25,600 (or the 'going rate' whichever is higher)	An Employer (Sponsor) A job offer for 3 months max. CoS from the Sponsor	Non-Visa national or obtain entry clearance if a Non-Visa national	Non-Visa national or obtain entry clearance if a Non-Visa national	Non-Visa national or obtain entry clearance if a Non-Visa national Plus a formal invitation from the place of engagement.
Visa Conditions	No Public Funds Cannot Work as a Professional Sports Person May be employed, self-employed, form a company, Voluntary work, or study	No Public Funds Cannot Work as a Professional Sports Person May be employed, self-employed, form a company, Voluntary work, or study	No Public Funds Only allowed to work for the sponsor under a contract Supplementary Employment and Additional Employment (but only up to 20 hours a week) in the same field allowed Voluntary Work allowed	No Public Funds Only allowed to work for the sponsor under a contract Supplementary or Additional Employment in the same field allowed Voluntary Work allowed	No Public Funds Supplementary Employment Allowed	No Public Funds May only stay to 'visit', not to stay long-term	No Public Funds May only stay to 'visit', not to stay long-term	No Public Funds May only stay to 'visit', not to stay long-term
Total Visa Period	Unlimited no. of visa application allowed	Unlimited no. of visa application allowed	Max. 6 years allowed.	Max. 24 months allowed at extension, if working for the same sponsor/ employer.	3 months	up to 6 months in a year	For a period of one off performances at a Permit Free Festivals and up to 6 months in a year.	1 month (30 days max.)
Visa Extension Requirements	Must still hold a valid endorsement from ACE	Must still hold a valid endorsement from ACE	CoS from the same sponsor.	CoS from the same sponsor	Extension not available.	Extension not available.	Extension not available.	Extension not available.

Indefinite Leave to Remain (ILR/ Settlement)	Yes - Allowed after 3 years.	Yes - Allowed after 5 years.	Yes - Allowed after 5 years. 5 years can be made up of a mixture of visa periods, incl. previous Tier 1, Tier 2 visas.	Does not lead to Settlement	Does not lead to Settlement	Does not lead to Settlement	Does not lead to Settlement	Does not lead to Settlement
Switching	Yes - Allowed to switch into Global Talent if you are in the UK with a valid visa except for: <ul style="list-style-type: none"> • Visitor • Short-Term Student • Parent of a Child Student visa • Seasonal Worker visa • Domestic Worker in a Private Household • Immigration Bail • Permission to Stay outside the rules 	Yes - Allowed to switch into Global Talent if you are in the UK with a valid visa except for: <ul style="list-style-type: none"> • Visitor • Short-Term Student • Parent of a Child Student visa • Seasonal Worker visa • Domestic Worker in a Private Household • Immigration Bail • Permission to Stay outside the rules 	Yes - Allowed to switch into Global Talent if you are in the UK with a valid visa except for: <ul style="list-style-type: none"> • Visitor • Short-Term Student • Parent of a Child Student visa • Seasonal Worker visa • Domestic Worker in a Private Household • Immigration Bail • Permission to Stay outside the rules 	Yes - But ONLY allowed to switch into this category if you are currently in the UK as a standard visitor, AND you already have a CoS issued by your sponsor for the T5 role BEFORE you travelled to the UK. CANNOT SWITCH into this category if you are currently in the UK under T5 Creative Worker Concession .	CANNOT SWITCH into this visa from any other visas. CANNOT SWITCH TO any other visas e.g. Skilled Worker. Only Sportsperson allowed from T5 to T2 Skilled Worker.	CANNOT SWITCH to another type of visa while in the UK.	CANNOT SWITCH to another type of visa while in the UK.	CANNOT SWITCH to another type of visa while in the UK.
Immigration Rules Ref.	Appendix Global Talent	Appendix Global Talent	Appendix Skilled Worker	T5 Temporary Worker (Creative Worker)	T5 Temporary Worker (Creative Worker)	General Visitor Permitted Activities	Permit Free Festival List	Appendix V: Visitor