

# You, immigration & Ince, in any case



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Whether you are running a business or are simply a private individual with immigration issues, our team of highly qualified and experienced experts are on hand to assist and provide advice, solutions and representation. Meet Ince, your trusted partner, in any case.



**500<sup>+</sup>**

lawyers and  
business services  
professionals

From our offices in Europe, the Middle East and Asia, our dedicated team of legal and business services professionals can guide you in developing and delivering on your roadmap for sustainable success and provide you with advice that will safeguard your interests.

Providing you with strategic guidance and well considered advice, we are renowned for the depth and breadth of our legal services and our understanding of the industries in which you operate. We recognise your needs and offer business-focused legal services, together with advice that makes commercial sense.

#### One firm, in any case

With about 150 years of experience, we have cultivated a seamless 'one-firm' approach that is tailored to your personal needs and pairs you with the best legal and strategic business professionals in your field; whenever, wherever, and in any case.

#### Support, every step of the way

By leveraging our sector expertise, legal skills and market experience, you can feel safe in the knowledge that we will both handle complex legal issues on your behalf while providing you with expert strategic advice when the need arises.



Our immigration team members have worked in decision making roles in the Home Office, including UKVI, UK Border Force, The Foreign & Commonwealth Office, Immigration Professional Services and also in private legal practice. This experience means that we are able to give our clients a unique perspective on their visa, immigration, work permit or nationality enquiries.

Our immigration team has considerable experience with appeal matters, judicial review and human rights challenges to the immigration tribunal. We work closely with specialist immigration chambers where necessary for the benefit of our clients. As well as global visa and immigration services, we can assist European Union nationals and their family members to obtain residency, permanent residency and British Citizenship via naturalisation/ registration, and advise on the immigration implications of Brexit going forward, for employers, employees and those living in the United Kingdom.

We also advise on entitlement to British Citizenship via all possible routes and certificates of entitlement to right of abode and also on the Golden Visa and Citizenship by Investment.

Our expertise also covers advising employers and academic institutions on sponsor license requirements and applications. We also help employers move and deploy their workforce around the world and also when they have unfortunately been found in breach of their sponsorship obligations and have consequently lost or had their sponsor licenses suspended, or been fined for employing someone with no entitlement to work, or for holding false documentation.

“Approachable and quick to respond. Their advice to us has always been sound”.

– Peter Smart, Acquisitions and Marketing Director, Acorn Media UK

“Superbly proactive and responsible. A great combination of commerciality, legal know-how and empathy”.

– Chief Executive, Kapoor Group of Companies

## Areas we cover:

- Tier 1: investors and entrepreneurs
- Tier 2: employer sponsored applications and work permits
- Tier 4: student applications
- Tier 5: youth mobility, employment with non-economic objectives
- Employer licensing applications and audits
- Sole representatives: representatives of overseas companies in the United Kingdom
- Spouse applications, fiancée visas, civil partnerships and unmarried partner applications
- Dependent relative applications: children, parents and elderly dependent relatives
- Domestic workers: in private households and diplomatic missions
- European Union law applications: spouses, unmarried partners, children and other dependent relatives
- EU Posted Worker Directive
- Short Term Business Visit Visas
- Global immigration including long term transfers
- Long residency applications – UK & US
- Permanent Residency
- British citizenship via naturalisation and registration
- Application for and renewal of British passports
- Appeals, including assisting with administrative and judicial review matters
- Business Start Up Visas & Innovators
- Citizenship By Investment & Golden Visa programs

## Local knowledge and expertise, tailored to your needs

Our team in London work closely with global immigration lawyers, professionals and subject matter experts ensuring we provide cost effective and high level advisory services in their respective regions across a diverse range of industry sectors.

Through this global network of immigration partners, we provide on-the-ground assistance, legal advice and support. They are supported by our other Ince offices if necessary. We have a robust onboarding program to ensure that our overseas partners are experienced, have demonstrated the same service levels as Ince, are reliable and cost efficient. All our partners come with client referrals to support service standards. They are required to meet global legal compliance with anti-money laundering, anti-bribery, anti-corruption and GDPR.

## Global immigration in a challenging corporate environment

With increasing changes in the way we work from flexible hours to remote working, employers are faced with many challenges to stay compliant with different countries' immigration laws and regulations. Our centralised team in London can assist with the relocation of your global talent and employees around the world.

By ensuring our corporate clients are compliant, our immigration team at Ince will work with you to mitigate administrative problems, financial risks, reputational damage and undue stress to the individual and HR department caused by immigration and visa breaches.

We focus on reducing these risks, delays and cost of possible issues from a compliance perspective. We will help you successfully navigate the varied of immigration rules and ensure that your immigration requirements are met quickly and efficiently, enabling your employees to commence work in their new location at the business-critical time.

We provide a comprehensive and transparent service with global coverage designed to fit your needs. We will take the time to fully understand and tailor our immigration service to meet your business and commercial objectives.

Our immigration team provides a full suite of global coordination and advisory services. We identify the best solutions for moving your employees around the world on business travel, long-term and short-term assignments.

We ensure policy, governmental and legal compliance. We provide application guidance and a bespoke service. We will work closely with you to ensure the highest level of service – to your business, you and your assignee. Through our engagement model, we ensure the input required from your employees and HR or global mobility teams is minimal, unless the matter is complex.







## Work permits and business visas

Regular cross border business travel is now a basic requirement of operating a global business.

Each country provides its challenges with frequent business visits and duration of stay. It is vital to remain compliant and within the immigration rules of the host country so you don't face financial penalties, reputational damage or productivity losses.

Our immigration specialists are here to help you obtain business visitor visas and work permits for long- and short-term assignments. We assist with the visa immigration process to any destination around the world and can handle all requested or country specific visa types. We will manage individual cases, team applications, triage deployments, transfers, repatriations as well as coordinate project business travel for our clients.

### How we can assist you:

**Initial assessments** – we identify your immigration requirements whether for the UK or if travelling or moving to a different country.

**Consultations** – we provide advice and guidance applicable to each destination including information on the visa requirements including processing times, costs, potential issues that could lead to delays or risks.

**Compliance** – depending on the host country, we will provide a comprehensive report on all compliance considerations.

**Consular services** – we will assist you with collection of documents and provide application assistance from start to finish. We will complete and vet all application forms, invitation letters, supporting documents and advise you on all documents required for the visa application.

**Pre-submission consultation** – our service includes a consultation call with your dedicated account manager and subject matter expert who will review all your documentation prior to submission.

**Case management** – we will provide your visa and work permit expiry date report at 90/60/30 day intervals. You will also receive reports on renewals, cancellation requests and your global workforce placement where visas are procured through Ince.

**Reports** – we will work with you on reporting renewals and cancellations with local authorities and immigration bodies by collating information, checking changes to employee roles, responsibilities and salary.

**Entry clearance** – we will provide “on the ground” assistance once the visa is approved and if required.

**Local registration** – we will direct and assist with local police or residential registration procedures on arrival in the host country in accordance with local regulations.



## Immigration compliance

We ensure our clients are compliant with the support of our immigration experts who are well versed in the latest industry and country changes. We provide clients with real time updates on the latest issues.

We will work with you when planning your immigration needs, ensuring that they are cost effective, fit-for-purpose, timely and comply with government requirements.

We undertake compliance audits and risk reviews to help mitigate against any risks and costs, ensure due diligence, and implement improvements.





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LEGAL ADVICE TO BUSINESSES GLOBALLY FOR ABOUT 150 YEARS.

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