

bespoke careers

We sponsor talent on your behalf.



The On Hire Labor Agreement (OHLA) allows Bespoke Careers to act as the official sponsor for overseas skilled talent to work for you, providing a hassle-free way of engaging global talent.

Defer the Standard Business Sponsorship (SBS) required to hire overseas workers and gain access to the 482 Visa program. Address labour shortages by bringing skilled workers to Australia.

Benefits

- ✓ Access genuine talent from all over the globe
- ✓ Covers over 400 pre-approved skill sets
- ✓ Avoid barriers of complex visa processes
- ✓ Mitigate the risk and compliance of the regulatory environment surrounding 482 Visa

We provide:

- + Full management of the migration process
- + Connection and engagement to skilled overseas workers
- + Easy onboarding of workers
- + Cover of PAYG admin & repatriation requirements

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Sydney
Melbourne
New York
Los Angeles

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Key Requirements

Applicable for full time employees with a standard working week of 38 hrs plus reasonable additional hours. Can only work for sponsoring organisation in the occupation they are nominated for.

- Must demonstrate that they meet the skills sufficient to perform services in Australia
- May need to meet professional licensing or registration requirements
- Must be paid a minimum base salary of \$65,000 per annum
- Must meet the English language requirements
- Must maintain their own private health insurance while in Australia
- Police checks for all countries the visa applicants have resided in for 12 months or more over the last 10 years

Application Process

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Department of Home Affairs (DOHA)

Commencement Period

1 Initial Review

- We review the role against OHLA occupations list: CV review, position offered and review of job offer
- Rate calculation provided to the client
- Client acceptance

2 Offer of Employment

- We make an offer to the candidate based on information agreed with the client
- Candidate offered role and accepts in writing

3 Visa Application Commences

- Labour Market Testing requirements:
 - » Additional documentation
 - » Questionnaire
 - » Police checks
 - » Form 956 - Authority to provide immigration assistance
 - » Proof of education, work experience and English language requirements
 - » Candidate to undergo chest X-ray and complete a Health Declaration
 - » Labour Marketing Testing
- We complete the visa process upon receipt of all requested documentation and submit to DOHA

4 Visa Application Submitted

- DOHA reviews application
- Additional requirements may be requested on a case by case basis if insufficient
- Evidence is provided or DOHA isn't satisfied with the information provided

5 Visa Approved

- DOHA will notify us in writing that the visa has been approved
- Candidate will be notified by us of approval
- Bespoke Careers and the Client will confirm the official start date

6 Employment Commencement

- Upon confirmation of a start date Bespoke Careers will agree on invoicing and payroll cycle with the Client
- Bespoke Careers will provide guidance to the candidate on key requirements for working in Australia such as the need for Tax File Number (TFN) and Local Bank Account
- If required the candidate will commence process of getting setup to work in Australia and travel as agreed