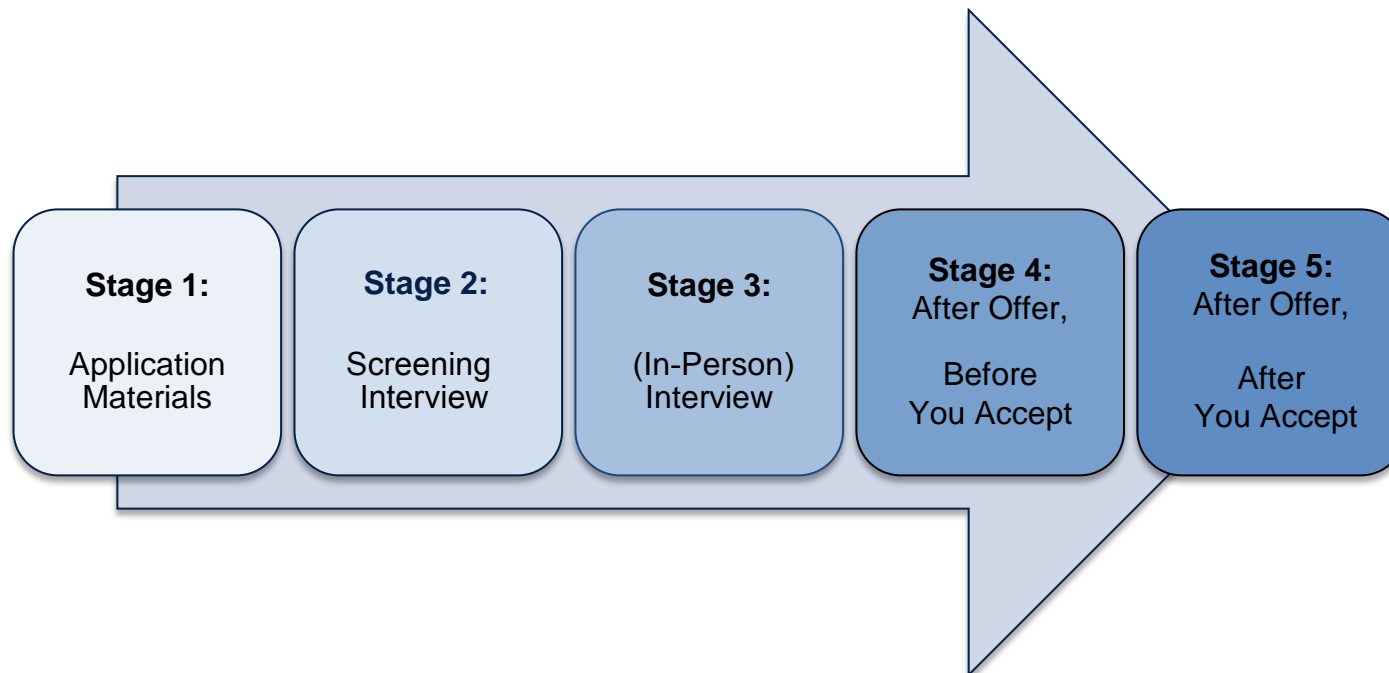


## Visa Considerations for Private Industry

Within this resource sheet, the Office of Career & Professional Development (OCPD) provides guidance for international students and scholars on developing a strategy for responding to questions about visa status and work authorization. OCPD believes that international job seekers should focus on their strengths during the application process and delay discussion about the need for visa support as late as possible, preferably in the negotiation stage. The following recommendations are the result of best practices employed by UCSF international students and postdocs who successfully secured U.S. private industry employment.

There are five stages in a hiring process where you could potentially disclose your visa status:



### Recommended responses for questions about your visa status at varying stages of the application or interview process

Stage	Context	Recommended Response
<b>Application (Stage 1)</b>	<b>Resume and Cover Letter</b>	<ul style="list-style-type: none"> <li>● If you believe you will need the organization to support your visa application, do not mention your visa status in your documents.</li> <li>● If you do not need support, you can signal that by listing your status somewhere in your documents. (i.e., state permanent resident in a visible area on your resume; list "visa status: green card" in qualifications summary, or in your cover letter.)</li> </ul>
	<b>If asked in online or paper based application:</b>	<p>If you must select yes or no to some variation of the following questions ...</p> <ul style="list-style-type: none"> <li>● <i>Are you currently authorized to work in the U.S.?</i></li> <li>● <i>Are you legally eligible to work in the U.S.?</i></li> </ul> <p>Technically, if you are legally employed in the U.S., answering "yes" is accurate, regardless of what status you are currently in, or the legal status that you will need in the future.</p> <p>For this reason, the OCPD recommends selecting "Yes."</p>
		<p>If you must select yes or no to some variation of the questions ...</p> <ul style="list-style-type: none"> <li>● <i>Will you need support to obtain a visa in order to accept this job?</i></li> <li>● <i>Will you in the future require legal sponsorship for employment?</i></li> </ul> <p>OCPD recommends selecting "Yes."</p>

Stage	Context	Recommended Response
<p><b>Interview and Negotiation</b> (Stages 2-4)</p>	<p><b>If asked in any interview</b></p> <p><b>OR</b></p> <p><b>If asked after they offer you the job, but before you accept</b></p>	<p>If you are asked about your visa status, on the phone or in person, the question may be ...</p> <ul style="list-style-type: none"> <li>● Will you need sponsorship?</li> <li>● Will you need support in order to accept this position if we choose you?</li> </ul> <p>OCPD's recommended answer:</p> <p><i>Yes, I will need sponsorship, as I am currently on a ____ visa. But first I want you to know that I really want this position and I believe that I am a great fit for the needs of your company. In addition, I am prepared to take an active role in the immigration process so that it goes as smoothly as possible. In fact, I have already spoken to an immigration attorney, to make certain I understand the issues related to my visa status and needs. I received positive feedback about my background, skills and training in my field that makes me feel optimistic about my ability to obtain a visa in the U.S. (only state that you have spoken with an attorney if you actually have).</i></p> <p>For a few of you, the answer may be ...</p> <p><i>I am in the midst of securing my residency / green card status. I began this process by working with an immigration lawyer before I applied for the position with your company and have every reason to believe that my application for residency will be accepted.</i></p>

## Resources

- **Office of Career & Professional Development (OCPD)**

- If you have questions about application strategies, or want to practice the language to discuss your visa status, schedule a 30-minute consultation with an OCPD staff member. Book online at [career.ucsf.edu/appointments](https://career.ucsf.edu/appointments).
- For brief or just-in-time questions, come to an Office Hours. Check the schedule at [career.ucsf.edu/events](https://career.ucsf.edu/events).
- Please note that OCPD data suggests that candidates who have secured a private industry position soon after they left UCSF, worked on their own or with an immigration lawyer to obtain a self-sponsored green card (or PR). If you are already working with an immigration attorney, you may want to prepare your questions for your next meeting with your lawyer.

- **International Students & Scholars Office (ISSO)**

- If you have questions about your current visa status, please contact ISSO by emailing [visa@ucsf.edu](mailto:visa@ucsf.edu).
- ISSO also offers permanent residence (PR) workshops each year, which are announced at [isso.ucsf.edu](https://isso.ucsf.edu).