COUNTRY BROCHURE

SKILLED MIGRATION | COUNTRY GUIDE

France Skilled Migration

Work in France on a multi-year talent card, with your family included from day one.

PROGRAMMES	CAPITAL	CURRENCY	LANGUAGE
1	Paris	Euro (EUR)	French

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Updated 16 September 2026
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France at a glance

CAPITAL **Paris**	POPULATION **68 million**
LANGUAGE **French**	CURRENCY **Euro (EUR)**
TIME ZONE **CET (UTC+01:00)**	CLIMATE **Temperate; Mediterranean in the south**
PROGRAMMES WE ADVISE ON **1**	LAST UPDATED **16 September 2026**

Overview

France issues its skilled permits under the carte de séjour pluriannuelle "talent" — one card family covering several routes, of which the EU Blue Card is the one most Indian and Gulf-based professionals will use. It is a genuinely senior route: the salary floor sits at one and a half times the reference average gross annual salary, which the government currently states as €59,373.

What makes it worth the threshold is what comes attached. The card runs for the length of the contract up to four years rather than being reissued annually. A spouse and minor children receive talent-famille cards through the accompanying-family route rather than the ordinary family reunification procedure. And after a year on a Blue Card in another EU member state you can move to France on the same basis, which very few permits allow.

Key points

- Salary floor of €59,373 gross per year — one and a half times the reference average.
- Either a diploma covering three years of higher education, or five years of comparable professional experience.
- Employment contract of at least six months.
- Talent-famille rights for spouse and minor children, without family reunification.
- Intra-EU mobility after a year holding a Blue Card in another member state.

Programmes in France

France EU Blue Card — Talent Card for Senior Professionals

A multi-year French talent card for salaried professionals earning €59,373 or more, with family rights and EU portability.

Varies by consulate and prefecture

Overview

France runs its skilled migration through the multi-year **talent card**. For senior salaried professionals the relevant version is the **EU Blue Card** — a permit that follows your contract rather than the calendar, and that brings your family with you without a separate reunification process.

Why France for skilled professionals

- Europe's second-largest economy, inside the single market and the Schengen area
- A card valid for the length of the contract, up to four years — not annual renewals
- Family included from the outset on talent-famille cards
- Portable across the EU: a year on a Blue Card elsewhere opens the French route
- Five years of residence leads to naturalisation, with French at B2 and a civics exam

How the application works

1. **Secure an offer that clears the €59,373 gross annual floor on a contract of at least six months.**
2. **Have the qualification assessed, or document five years of comparable professional experience.**
3. **The employer files the work authorisation; you apply for the long-stay visa at the French consulate.**
4. **Travel to France and attend the prefecture for the talent card.**
5. **Apply for talent-famille cards for a spouse and minor children.**

General requirements

- Gross annual pay at or above €59,373.
- A diploma covering at least three years of higher education, or five years of professional experience at a comparable level.
- An employment contract of at least six months.
- Valid passport and clean criminal record.
- Health cover from the start of the contract.

Sectors in demand

- Technology
- Engineering
- Aerospace
- Life sciences
- Finance

Questions clients ask

What is the French EU Blue Card salary threshold?

Gross annual pay of at least €59,373, which is one and a half times the reference average gross annual salary. It is a genuinely senior threshold — well above the French median — and there is no discounted rate for younger applicants.

Can I qualify without a degree?

Yes. Five years of professional experience at a level comparable to a higher-education degree, relevant to the sector or profession, is an accepted alternative. For professions listed by ministerial order the requirement drops to three years acquired within the seven years before the application.

How long will my card be valid?

If the contract runs two years or more, the card matches the contract length, capped at four years. If the contract is shorter than two years, the card covers the contract plus three months, capped at two years.

Can my family join me?

Yes, and this is one of the route's real advantages. A spouse and minor children receive talent-famille cards through the accompanying-family route, bypassing the ordinary family reunification procedure with its waiting periods.

I already hold an EU Blue Card in Germany. Can I move to France?

Yes. After at least one year holding a Blue Card in another member state you can apply in France, and the application must be made within one month of entering. From a second move onwards the qualifying period drops to six months.

Do I need to speak French?

Not to obtain the card. French at B2 is required only if you later apply for citizenship, along with a civics exam.

XIPHIAS Immigration

NEXT STEP

Discuss your France options with our Dubai team

Tell us about your profile, family and timeline. We will compare the France routes that fit you, set out the full cost in writing and manage the application with you from start to finish.

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- Australia files handled by a registered migration agent, MARA 1680615.

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