

Understanding Job Checks: Your Gateway to Hiring Migrant Workers

What is a job check?

A Job Check is a crucial step in the Accredited Employer Work Visa (**AEWV**) process. As an employer, you must apply for and have a Job Check application approved before offering any roles to overseas workers looking to obtain an AEWV.

Key things to know before applying

- Accreditation First: Employers must hold current accreditation with Immigration New Zealand (**INZ**).
- Labour Market Test: The position may need to be advertised to demonstrate genuine attempts to first hire New Zealanders.
- Role Suitability: The job must meet market rate requirements and comply with employment laws.

How to begin the job check process

In preparing the documents needed and the job check application, attention to detail is critical. Gather all necessary documentation and information about the role, advertising efforts, and employment conditions. Once all the required evidence is assembled, prepare and submit the job check application.

A top tip is to make sure that any recruitment advertisement meets with INZ requirements.

What happens next?

Once your Job Check is approved, you can issue job tokens to prospective migrant employees, who can then apply for an AEWV.

AEWV applicants must submit evidence of:

- their offer of employment,
- of being suitably qualified/experienced for the role; and
- of meeting the minimum skills threshold.

Applicants must also show that they meet health and character requirements.

Where a role offered is a lower-skilled position (Australian and New Zealand Standard Classification of Occupations Level 4 or 5), applicants must meet English language requirements.

Ready to learn more?

This is just an overview – there are subtle complexities and regular policy updates that can affect job check or AEWV applications.

Contact our immigration team today for expert advice tailored to your situation.

Contact us



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