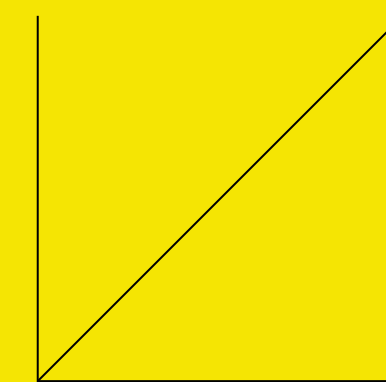


**Work in
Lithuania**

**BRINGING GLOBAL
TALENT TO LITHUANIA:**

**a practical
employer's guide 2026**





Introductory Word

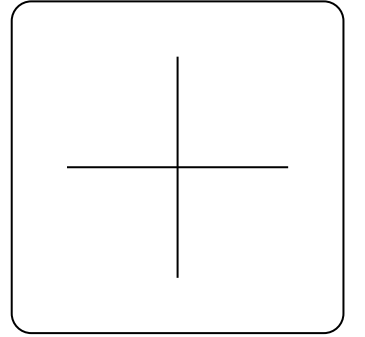
Hiring international talent can unlock new opportunities for growth and innovation. This guide is designed to help employers navigate the process with confidence – whether you are already active in this space, just starting to explore it, or hesitating because the process seems complicated. Drawing on insights from the study Openness and Preparedness of Companies for Recruiting International Talent, it offers practical steps and proven strategies for success.

You will find guidance across four key stages: strategy, talent attraction, candidate selection, and employment and onboarding. Alongside company-level actions, the guide outlines how the broader ecosystem – the public and private sectors and NGOs – can contribute to your journey toward developing your international recruitment capabilities.

In this guide you'll find tips on:

- 01 | **A Successful International Recruitment Strategy**
- 02 | **Targeted Talent Attraction**
- 03 | **Selection Tailored to International Talent**
- 04 | **Smooth Employment and Onboarding**

01 A SUCCESSFUL INTERNATIONAL RECRUITMENT STRATEGY



Agnė Miežlaiškytė,
Talent Acquisition Manager,
Ignitis Renewables

“In international recruitment, it is essential to begin with a clear strategy. Only then can we act consistently and attract the specialists we need. In the renewable energy sector, it is particularly important to find niche talent. Our experience shows that thorough preparation and clarity

about which positions we are targeting, in which markets, and through which channels allow us to ensure that recruitment is not accidental but systematic and aligned with company goals.”

How to build a successful international hiring programme?

- Build awareness among employees – especially hiring managers – about the value of international recruitment.
- Clearly articulate and regularly reinforce the value that international talent brings to your organisation.
- Make international recruitment part of your overall company strategy (see Fig. 1).
- Put together a relocation package for international hires (see Fig. 2).

Fig. 1. Integrating international talent into your company strategy

1. Identify the competencies needed to implement your business strategy.
2. Assess whether these competencies are available in Lithuania and determine where you will need talent from abroad.
3. Define the resources required for hiring.
4. Clarify how responsibilities for international recruitment will be shared between hiring managers, HR, and recruitment teams.

Fig. 2. Building a relocation package for international talent

1. Decide what level of support you can offer (housing, travel costs, documentation, family integration).
2. Share a clear, detailed relocation package with candidates during the selection process.
3. Make sure the final job offer includes comprehensive relocation information.
4. Keep updating your package based on employee feedback and what others in the market are doing.

Take advantage of expert advice and existing tools

Work in Lithuania – consultancy on the value of international recruitment, strategy development, and relocation package design.

Diversity Charter – self-assessment tools and consulting on diversity and inclusion at work.

Local recruitment agencies – help with developing and implementing your international recruitment strategy.

Relocation service providers ([Nortvus](#), [Relocation to LT](#), [Relocon](#), etc.) – insights and support at every stage of the process.

How the ecosystem can contribute

Public sector, private sector, NGOs:

offer training for managers and recruitment teams on cultural awareness, diversity management, and practical hiring skills, etc. Make this training more accessible, especially for SMEs.

Education governing bodies and institutions, International House, integration-focused organisations:

collaborate to help international students enter the Lithuanian labour market and encourage them to stay. This means stronger university–employer partnerships, work placements, better information about labour market needs, and more opportunities to learn Lithuanian.

New to international recruitment?

- Start by getting your team aligned.
- Figure out which roles and situations make international hiring the best option.
- Talk to companies in your sector that already do this and learn from what has worked for them.
- Join the network of Work in Lithuania partners to get the latest updates on the topic.

Good to know:

International talent is closer than you think. Universities (Vilnius University, Vilnius Tech, Kaunas University of Technology, etc.) have attracted 10.000+ international students who benefit from simplified employment procedures.

02 TARGETED TALENT ATTRACTION



Šarūnas Šuipis
General Manager,
Citco Fund Services Lithuania

“At Citco Lithuania, we have a successful referral system in which our employees naturally become company ambassadors. When they share their impressions with friends and acquaintances, this is the strongest proof of trust. This network of personal recommendations helps us

reach talent who may not have considered Citco before, but after hearing positive feedback, discover many opportunities here. For us, it is not only a way to attract new people but also a sign that we are creating a work environment our employees believe in and willingly recommend.”

Get ready to attract international talent

- Consider a referral program as one of the channels for attracting more international candidates.
- Identify your priority markets but make sure to diversify them. Choose the most effective channels for each market to reach the talent.
- Build a network of potential partners with local talent expertise in your target markets.
- If you already have international employees, ask them which channels work best in their home markets.
- Be clear about your company positioning and what makes your company attractive to international talent.
- Use specialised job platforms and talent databases to reach international candidates. This widens your talent pool, speeds things up, and reduces your reliance on the local market.

Take advantage of expert advice and existing tools

Work in Lithuania – help with identifying the right markets and advice on how to attract specialists to Lithuania.

Local recruitment agencies in Lithuania – support in reaching and selecting international candidates.

Recruitment agencies in target markets – local insights and access to candidates.
Contact Work in Lithuania business consultants for partnership opportunities.

LinkedIn Talent Insights – a specialised tool providing data on talent markets to help you choose the best sourcing strategies. Work in Lithuania consultants can prepare reports and share findings.

How the ecosystem can contribute

Public and private sectors implementing the Lithuania Co-create strategy:

develop and jointly communicate Lithuania's value proposition as a career destination – technological advancement, multiculturalism, quality higher education, and opportunities beyond the capital.

Public sector:

when building partnerships with key markets, explore migration agreements that make it easier for businesses to bring in the specialists they need.

Decision-makers:

consider tax incentives for highly qualified foreign professionals, as countries like the Netherlands, Denmark, and Portugal have done. This would make Lithuania more competitive and help these specialists contribute to national growth.

New to international recruitment?

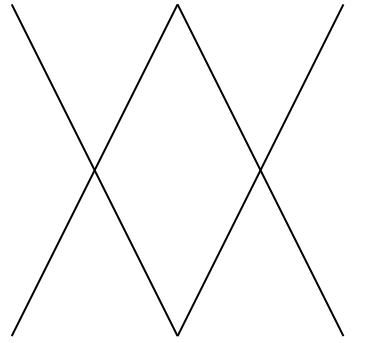
Start with a Work in Lithuania consultation to learn which markets to focus on, which channels to use, and which tools work best.

Book a meeting with Business Advisor [here](#).

Good to know:

- 10+ ready-made talent market analyses – free insights on target markets (Brazil, the Philippines, Turkey, etc.) on the Work in Lithuania website.
- 7000+ candidate database – detailed profiles of international talent interested in Lithuania, available at workinlithuania.com.
- 300+ new candidates monthly – the average number registering on the workinlithuania.com platform each month.
- Unlimited job postings – available to Work in Lithuania partners for positions open to international talent.

03 SELECTION TAILORED TO INTERNATIONAL TALENT



Olena Pantiukhova
Talent Acquisition Partner,
Detra Solar

“In the final stage of selection, we invite one of our existing international employees to join the interview, especially someone who has recently relocated or comes from the same region. The candidate can ask questions freely, gains an authentic and informal impression, and

upon arrival already knows at least one colleague, which eases adaptation. This method is both effective and humane – it reduces uncertainty, strengthens trust, and ensures smoother integration.”

Prepare for international selection

- Train your people – including recruiters and hiring managers – on cultural diversity and intercultural communication. This improves interviews and helps create an inclusive workplace.
- Help recruiters learn to assess foreign qualifications.
- Consult regularly with relevant institutions and external partners.



Take advantage of expert advice and existing tools

Work in Lithuania – materials for the selection process: one-pagers explaining hiring and migration roadmap and timelines, plus content on why candidates should choose Lithuania.

Diversity Charter – consulting organizations on diversity and inclusion at work.

Centre for Quality Assessment in Higher Education (SKVC) – guidance on assessing foreign academic and professional qualifications.

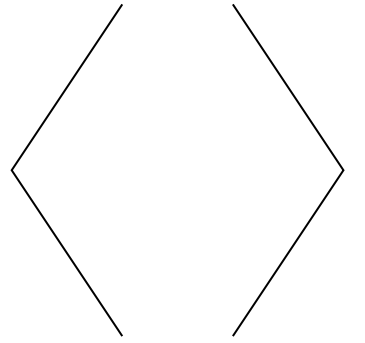
New to international recruitment?

Start simple: provide brief training on cultural differences and international interviewing for your team and consult experts on assessing foreign qualifications.

Good to know:

- Financial incentives – Lithuania offers financial support to both talents and employers for highly qualified specialists in high-demand fields (ICT, engineering, life sciences). The list of eligible positions is available [here](#).
- Healthcare for spouses or partners – since 1 July 2024, non-working non-EU spouses or partners of specialists employed in Lithuania have full access to public healthcare.
- Training options – various courses on diversity and team building are available, such as Gamelearn’s online training simulation Diverse.

04 SMOOTH EMPLOYMENT AND ONBOARDING



Indrė Laučienė
Head of Foreign
Talent Department,
Go Vilnius

“International recruitment and its associated processes are often surrounded by unnecessary myths that discourage employers from even considering this path or cause them to hesitate when encountering early obstacles. In reality, migration procedures – though sometimes perceived as complex or bureaucratic – are no more difficult than in many other European countries.

The most important step is finding the right source of support and information to make the process easier. Employers with little international recruitment experience, or those unwilling to rely on expensive intermediaries, are encouraged to begin by seeking free consultations from institutions and organisations providing such services.”

Get ready to employ and onboard international hires

- Discuss and align the communication language aspect in the recruitment process with your hiring team.
- Make sure key documents and internal procedures are available in the language international people understand.
- Train the responsible employees on legal and migration requirements.
- When making an offer, compare your salary and conditions offered with other markets to stay competitive.
- Think beyond professional onboarding: include intercultural integration, practical help with settling in Lithuania, and emotional support where needed.
- Partner with organisations that provide foreigners integration support (International House Vilnius, Migration Information Centre, etc.).

Take advantage of expert advice and existing tools

Work in Lithuania – legal guidance on migration procedures and support with comparing salaries and conditions in candidates’ home countries.

Migration Department – information on visas, residence permits, and compliance.

Additional relocation and integration support is also available from **Kaunas IN**, **International House Klaipėda** and **Panevėžys NOW**.

International House Vilnius – services for highly qualified foreigners, EU citizens, and investors relocating to Vilnius.

State Labour Inspectorate (VDI) – consultations on labour law.

Migration Information Centre – information and services for all migrants in Lithuania.

How the ecosystem can contribute

Migration Department:

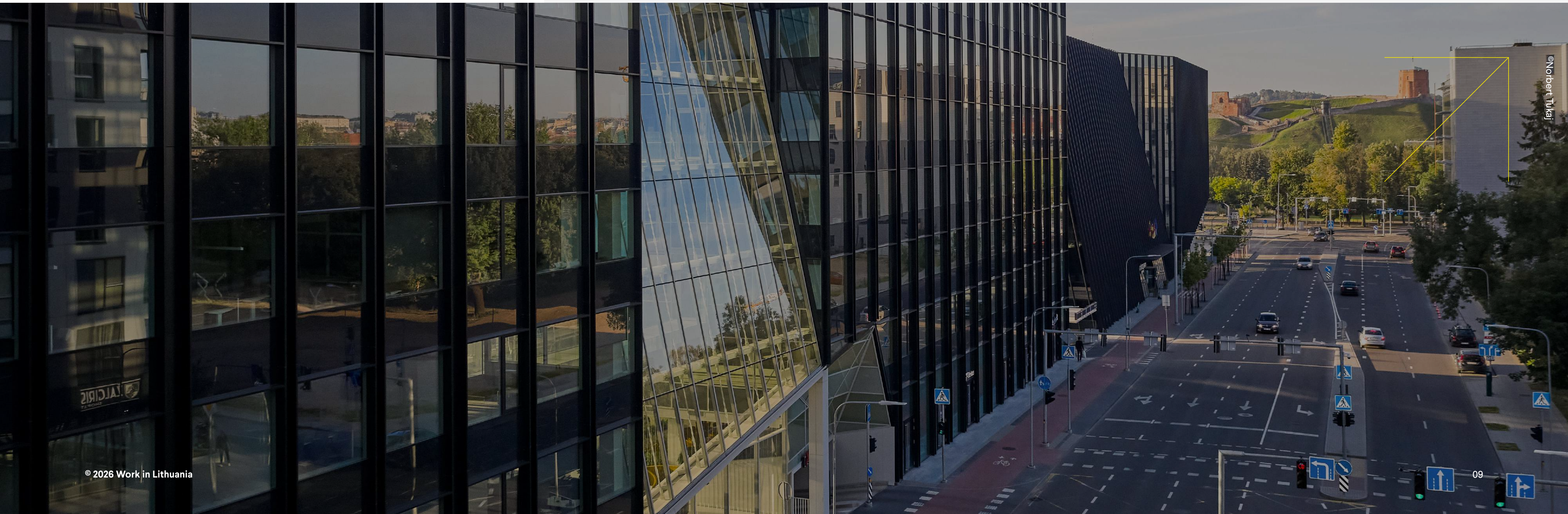
offer one-stop consultations for companies covering specific international recruitment issues. This would improve service quality, build consultant expertise, and reduce the need for individual consultations by giving companies the information they need upfront.

New to international recruitment?

Start with the basics: get your core documents into English and train relevant employees on legal and migration requirements. For salary comparisons, seek expert advice.

Good to know:

- 30 VFS Global centres worldwide – candidates can submit visa and residence permit applications closer to home, saving time and travel.
- Fast-track EU Blue Card – with the eligible documents, highly qualified non-EU specialists can get a Blue Card within a month.
- Visa-free travel from 70 countries – if a candidate qualifies for a Blue Card, they can submit documents remotely and start work soon after arrival. Check visa requirements [here](#).



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Work in Lithuania

200+ satisfied partners

We've helped 200+ companies level up their international hiring game in Lithuania. It doesn't matter if you're looking to hire 1 or 100 people, we're happy to support you.



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BE LIVE



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CITCO



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Take a self-assessment
using our tool



Review ready-to-use
downloadable resources

