🇺🇸 E-3 Visa

What U.S. Employers and Hiring Managers Need to Know

The **E-3 Specialty Occupation Visa** is a **U.S. work visa exclusively for Australian citizens**. It allows U.S. employers to hire qualified Australian professionals **quickly, easily, and at no cost**. This visa category is *specifically designed* to make hiring Australians as easy as hiring U.S. workers.

No Lottery, No Competition with H-1B

Unlike the H-1B:

- No annual lottery
- No random selection
- No uncertainty
- No multi-year wait

If the role meets "specialty occupation" criteria (degree-aligned, professional expertise), **Australian candidates can be hired immediately**.

No Filing Fees and Zero Cost to the Employer

The E-3 is one of the least expensive work visas in the U.S.:

- No USCIS filing fees
- No premium processing required
- No attorney required (though optional)

Fast, Predictable Processing

Typical timelines:

- Employer submits an LCA (Labor Condition Application); typically 5 -7 days
- Candidate attends a consular appointment; often approved within days
- Can start work immediately upon entry

Total timeline is often **2 - 4 weeks from job offer to start date**.

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Straightforward Requirements

What employers provide:

- A standard job offer letter
- A role that fits a specialty occupation (AI, behavioural science, data, research, design, engineering, consulting, etc.)
- Basic wage confirmation in the LCA (handled online)

That's it. No immigration paperwork packages. No long applications. No multi-year commitments.

Renewable Indefinitely

The E-3 is:

- Valid for 2 years at a time
- Renewable indefinitely (no maximum stay)
- Transferable between employers
- Recognised as "dual intent" in practice

Renewable Indefinitely

Hiring an Australian on an E-3 visa is as simple as:

- Offer the job
- File a short online LCA (5 - 7 days)
- Candidate attends consulate appointment

This allows organisations to access top-tier talent, including AI, strategy, research, and technical specialists, without the delays, legal overhead, or cost of other visas.