



Take Your Career To the Next level.

**Learn about job opportunities
and US work visas (TN2)**

by David Navarro



Introduction

Are you ready to take your career to the next level? Starting your career journey in the United States as an IT professional opens a world of possibilities, and the TN2 visa stands as a gateway to turning those possibilities into reality. In this mini ebook we are going to share with you the advantages of getting a TN2 visa and how it can help you start in the US tech industry.

We will also share with you the most frequently asked questions about the visa so you can have a better understanding of the process you will be going through, once you've decided to kick off your career in the United States. I hope this mini ebook serves as a guide for you and inspires you to want to take your career to the next level!

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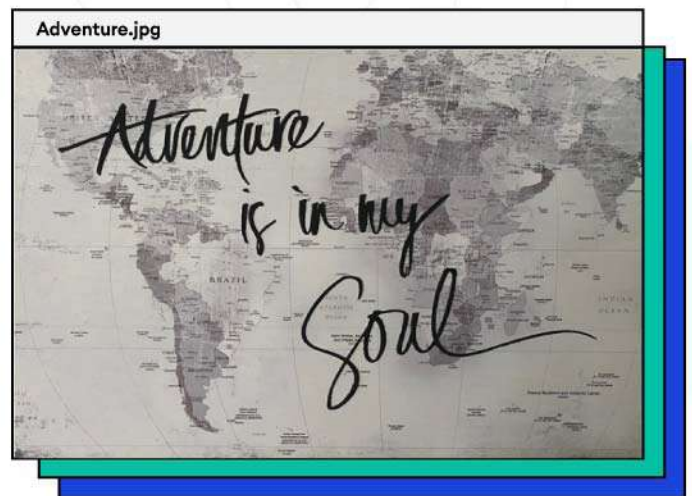
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**Want To Take Your
Career To The Next
Level?**



If you want to grow professionally, then you should consider working abroad! And if you are in IT nothing will enhance your resume more than working for a company in the USA.

I would like to share with you, some of the unique benefits working abroad bring to your career (especially, if you are in Mexico thinking about taking an opportunity to work in the USA but it can apply for any other international assignment if you are an American that wants to enhance your resume with an international assignment as well). I was blessed to be able to work in Mexico, Colombia, Korea and HK as an expat and the experiences transformed my life and my family's as well. My oldest son was born in Mexico and has dual citizenship. He also lived in Seoul for many years and traveled to many countries as a young kid. Adventure is in his soul as well!



Here are several UNIQUE skills you can acquire by working abroad for a “long” period of time (usually 2 to 3 years):

- 1)** Develop the ability to take risks for the long-term benefits and positively impact your professional career. It is not easy to pack your bags and go to a foreign country. It takes courage to believe in your abilities to move to another country to work and compete at a higher level.
- 2)** Improve language skills (this should be obvious) but more importantly, better understanding of the country's culture and adapt to a different working style.
- 3)** Travel – Henry Miller said: One's destination is never a place but rather a new way of looking at things. Traveling to many countries (42 and counting) have made me appreciate what I have and has taught me to appreciate other people's point of view.
- 4)** **Develop a much stronger self-confidence.** Living abroad expands your comfort zone and provides opportunities to get to know oneself better and develop ways to cope with other kinds of stress (such as eating other types of food, seeing people do different things “normal” to their culture but different to yours – like eating dogs in Korea or chicken feet in China we eat cow tongue in Mexico – “tacos de lengua”). Being away from loved ones and missing home. All of that will help you to develop a stronger mindset.

- 5) Overcome cultural bias and learn to appreciate different ways of analyzing and solving problems.
- 6) Become a better team player. Specially in the USA, developers must be able to work with teams from across the world. Being in a meeting with a team of developers in India and providing feedback to another team in Europe is common.
- 7) If you are single, then it will provide a great opportunity to date and travel!!! Who knows maybe the new job will allow you to **FINALLY** save enough money to be able to get married **AND** afford a honeymoon. Like Roberto did (see the chapter on Negotiating your offer).
- 8) If you have a family, then your kids will learn to speak English like an American or even be born in the USA. I have a great testimony of this in my website – his name is David and this is exactly what happened to him.

THINK about that for a minute or two – a job in the USA can impact generations to come! I talk to many developers in Mexico and the ones that have no accent or very little accent are the ones that their parents worked in the USA before and/or they had a chance to study here. Like I did with my trips to the USA.

One of the obvious benefits is the salary increase! (Soon I will discuss the success story of a developer that quadruple his salary – it did not happen by chance, he was preparing and we had been talking for a about a year – Roberto's story). This book will help you prepare and increase your chances not only to get a good offer but a great offer – perhaps even a \$100,000 total compensation package!!!

Another important benefit is the quality of life and as the Alder Group suggested, moving to a new job has to have at least 30% non-monitory increase. Usually after a few years, the chances of getting a better job in your own country are much better since you are able to conduct business with ease in English and can demonstrated professional experience in the USA.

A job as a developer in the USA will impact your career without a doubt. It will show you new ways of **THINKING** and tackling problems. You will learn new technologies and learn new tools. If you like to travel, you will finally save enough money to even visit EUROPE or ASIA. Who knows, maybe the company will pay for your certifications and once you get them you can find a better job if they are not willing to pay you what you are worth (the TN2 visa is so easy to change - you just have to be careful with the paperwork you sign when you get the job – more on that in the chapter of the mistakes people make). Some of the developers I talk to, say the salary is not enough to live in NY or California without taking into consideration that they are investing in their careers

and as long as the living expenses are covered the rest of the money can be used to pay for food and transportation. The experience of working in those places is priceless and should be considered as a steppingstone for a much better future.

Those developers that turn down the opportunity (some say if you don't pay me \$100K I am not interested) are not really considering these additional non-monetary benefits that an international assignment can bring to their careers. Speaking from personal experience, if you are a student, you **WON'T** be able to qualify for the TN2 visa (unless you are a student that already has over 3 years of professional experience and your cedula – most likely you are doing a Masters) **HOWEVER AIESEC** can open the door for your first international assignment. As I mentioned in the chapter on Desire - mine was in the USA with Goodyear in 1987 and as the saying goes, the rest is history.

Thanks to my desire to continue to improve myself and taking action to pursue my MBA at RICE University, I have been blessed with the opportunity to work in 7 different countries (throughout Latin America and Asia) and travel to more than 40 other countries for pleasure. Yes, having a burning desire to come work in the USA transformed my life as it can transformed yours – not only as a professional but if you have the entrepreneur bug and are looking for freedom this can also be a great learning experience – see the last chapter on Freedom – by OS.

If the opportunity arises, **THINK** about the future as much as the present and **TAKE** a chance on **YOU!** You will never regret growing professionally. Who knows where your job in the USA will take you in your career! Just be careful to avoid those mistakes that can cost you time and money for not understanding the offer.

At Agile Global Resources www.aglobalresources.com we want to help you take your career to the next level! Please go to our website and submit your resume for immediate consideration or send us your resume to contact@aglobalresources.com



TN2 Summary & Frequently Asked Questions



First things first, the most important thing you need to work legally in the USA is a working visa.

According to the US Department of State website there are two categories of visas:

- **Non-immigrant visas.** Typically these visas are for people who live outside the US and are entering the country on a temporary basis, for example: tourism, medical treatment, for business, to study AND temporary work. This is the primary focus of this book. There are 30+ types of visas that fall under this category (we will briefly discuss J, L and H-1B visas and provide an in depth overview of the TN visa)
- **Immigrant visas** are for people who intend to take up permanent residence in the United States.

The Professional visa – TN

The “SIMPLE” and “FAST TRACK” way to work in the USA.

The not so **SECRET** visa to be able to work in the USA for the Mexicans and Canadians **PROFESSIONALS** is the TN visa. There are other nationalities that can get this favorable treatment thanks to their governments signing Trade Agreements with the USA such as Australia, Chile and Singapore. For more information research the website.

But regardless of where you are coming from you will need a work permit! The big difference is how fast and how much it cost to get it.

In this document I will describe the things you will need AND the process to get your TN visa. In 2015 it used to take 2 to 3 weeks from start to finish but as the policies changed for TN2 visas and the need for more developer continue to grow then the competition for the Mexican talent grew as well. As of the beginning of 2020 – it is taking 3 to 4 weeks to get appointments and it depends where you are in Mexico (some consulate offices are busier than others).

It is important to notice that the TN is a **TEMPORARY WORK** visa and it is the Department of Homeland Security (DHS) and the Department of State (DOS) that decide who enters the US under the NAFTA agreement AFTER a vetting process and careful evaluation of the professional applying for it.

The key thing you need to prove to get your visa is **EXPERTISE**.

Here are the **7 key things you will need** if you are a Mexican and you want to improve your chances of getting the TN visa fast:

- ① Your Mexican **passport**
- ② Your **“Cedula”** this helps you prove that you have completed at least 4 years of University – it also helps if you bring your certificate (“Titulo”) as well
Professional Expertise – At least 3 years of professional work. I always tell the
- ③ candidates that if they worked while they were in school helps but you need to prove at least 3 years of “professional” experience.
Certifications – If you also have certifications that acknowledge your expertise
- ④ (Java Developer or any other software language, PMP, or expertise such as AWS, Microsoft, etc)
- ⑤ Letters of **recommendation**
- ⑥ The consulate will take pictures and do a background check (see process below) so a clean police record is a **MUST**.
- ⑦ **Finally they will interview you.** Be respectful and always address the officers with “Yes Sir or Yes Ma’am” if “No Sir or No Ma’am” as the case may be.

THE PROCESS

Once you have your offer letter then the typical process for a Mexican national to get his TN visa looks like this (for complete and accurate information consult the US government [website](#) as the process may vary depending on your location):

- You must first submit an application (DS-160) for a TN visa [on line](#). The cost for this application is \$190 (as of December 2019). To get a list of all the documentation you will need as well as answers to the most frequently asked questions.
- Once the application is submitted then **the applicant** will get an appointment to provide biometrics (fingerprints and digital photo) and the photo submitted is reviewed using facial recognition technology (a background check).
- Then, the applicant is interviewed (usually a day later) by a consular officer to review the application and make sure that the position he or she will be filling is a **designted professional position under NAFTA**. It is in this interview that the applicant must demonstrate his communication skills and prove his technical expertise to prove that he/she is qualified for the position.

👉 If approved then the applicant is notified with a letter with information of when he/she will get the TN visa, the visa is valid for one year.

👉 Your visa has been approved. **CONGRATULATIONS!!! But wait until you are given the green light to travel from your employer.**

DO NOT MAKE TRAVEL PLANS BEFORE RECEIVING THE VISA

When you receive the **visa** it will have an Expiration Date (usually a year).

The applicant then presents himself or herself at a U.S. port of entry WITH the visa in his passport and a Customs and Border Protection (CBP) officer determines the period of time to admit the TN visa holder to the U.S., which can be for up to three years (if the visa allows it – it happen to Franciso another one of my candidates that works in Canada). Thus, TN applicants from Mexico are subject to review by two federal agencies, DOS and CBP, before they can enter the U.S.

Frequently Asked Questions

Can My Family Come With Me?

This is usually the first question if the person is married. The answer is **YES!** Once you obtain the TN Visa, your spouse and minor children can travel with you. Your dependents would hold TD (“Trade Dependent”) status, and their visas will have the same duration as the holder. You will be able to get a Social Security to pay taxes **BUT** your family will not get one. Your kids can go to school but regrettably this TD status does not give dependents authorization to work while in the U.S. If your spouse wishes to work, he or she would have to qualify for his or her own TN or other work visa categories.

What happens if you get the visa for 1 year and your employer wants to extend the contract?

Not to worry. All you have to do is reapply. You have two options. You can do the whole process again at an embassy outside of the USA OR If you wish to remain in the United States beyond your initial period of stay without first departing, you must seek an extension of stay. It is very important to do this **BEFORE** your visa expires. Your employer may file Form I-129 on your behalf. See Jordan’s example below.

The 1 year duration is very typical for TN visas specially when requested by Small and Medium companies from my experience. I have only seen 1 TN visa granted for 3 years for an employee that was working for one of the BIG car manufacturers in Canada.

What happens if your project ends and you are let go or impacted by a reduction in force? Jordan's case

No need to PANIC! You have 30 days to find another opportunity and transfer your visa to another company. In Jordan's case, his visa was about to expire as he was still working for his company and the company did the renewal process without leaving the country. After another few years he was impacted by a reduction in force so he called me to say "good bye". I immediately told him I can sponsor you! All you have to do is find the job so we worked together with a couple of opportunities until he landed!

Together we worked with the lawyer to transfer the visa to our company and now I am happy to report that he is working for AGR in New York and making a better salary than before! If you already have experience in the USA and you want to hear how we can work together and how I can help you improve your compensation package then make an appointment and let's talk! Go to our website to make an appointment.

THE STUDENT VISA - J

If you are a student, there is **HOPE!** You can search for international opportunities in the AIESEC website. And for complete information on how to get this visa go to the [website](#).

For more information read the chapter about the benefits of pursuing an international assignment to improve your professional career. Also when you further your education in the USA you get an EAD visa which allows you to get a job and practice what you learned. That can open the possibility of sponsorship if you do a great job and the company wants to sponsor you.

THE INTRACOMPANY TRANSFERY VISA - L

I have spoken to several candidates that are waiting for their company to transfer them to another branch, affiliate, or subsidiary of the current employer or the headquarters in a managerial or executive capacity, or for most developers in a position requiring specialized knowledge. There is a key requirement, the applicant must have been employed by the same employer abroad continuously for 1 year within the three preceding years. Some candidates assume that because they are currently working with the company that transfer will happen "soon" – without any idea of what the package would look like. **My advise** to them is always, check the market, check yourself and look for the opportunities.

Case in point, "Alberto" was working for a consulting company (one of the top 4 in the world) and the executives had promised him a transfer to the USA in the future. When I presented **the offer** I warned him that the company would try to retain him offering the position in the USA again "soon".

He decided to take the leap of faith and we have stayed in touch as I know eventually with everything that he has learned about Amazon cloud and Salesforce he will be able to earn a \$100,000 salary with ease. I also have a friend that transfer to the USA with this L visa with the hope that the company will help him with his Residency after a few years. Only to find out that he was terminated. He had anticipated that and opened his own business. Now he is in the process of transferring his type of visa but just to let you know that IF the company gives you this type of visa it is very likely that the salary will not be as competitive since you can only work for this company. It also has its advantages as well, if you are married the company most likely pay you a relocation expense and provide an “expat” package. So it is always good practice to consider **ALL** the options before you make a decision.

THE OTHER PROFESSIONAL VISA – H1B

This is by far the most popular visa for professionals. In 2016 alone there were more than 235,000 applications. This is open to **MOST** nationalities. This is a more complicated visa (the application process is more intense, takes more documentation, time and money. Usually involves the company hiring a lawyer so they can sponsor you). The advantage is that it covers a wide range of fields and you get a higher length of stay as well as you could work for different employers. With the TN visa you are allowed to work for your current employer **ONLY**, you **can not** work as independent for other firms (what is called 1099 or “freelancing”). The biggest benefit is the H1B could lead to a green card (permanent resident status). To get this visa to work in a specialty occupation you will require a higher education degree or its equivalent and proof of professional expertise.

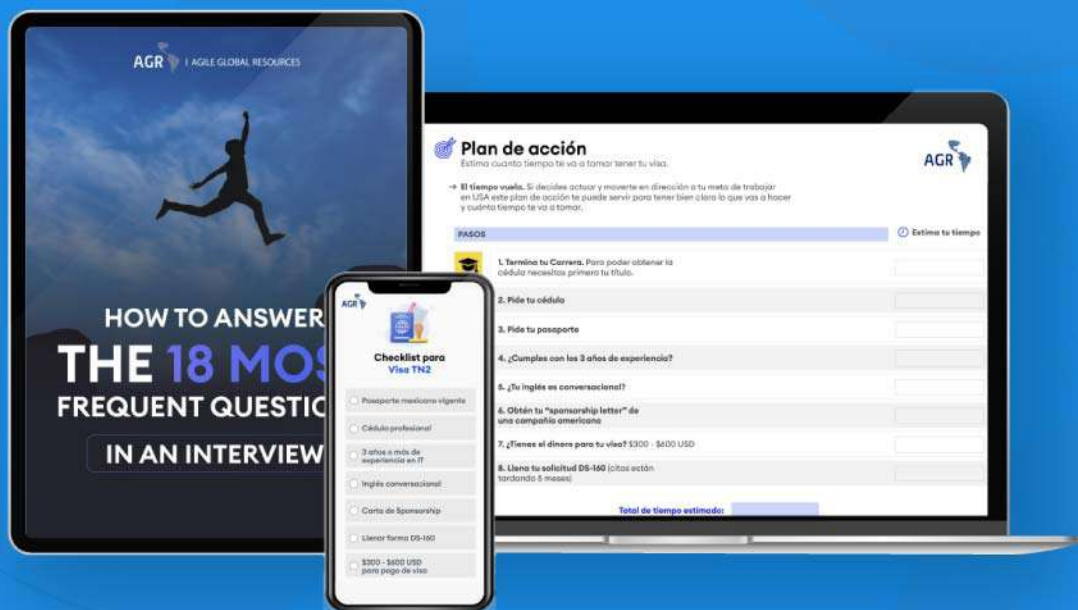
For more details consult the lawyers website.

For further information please visit the State Department websites (www.state.gov and <http://travel.state.gov>) and on the USCIS website.

WARNING: Visas are an “interesting and complex” subject and the information provided in this short chapter is subject to change. **You must do your research in the websites mentioned above as this information is provided as a general guide only.** We do offer more information on our website. Therefore, it is recommended that you do not base any decisions or actions based on this information without confirming it first with an official and reliable source, such as an American Embassy. Like I did many years ago OR “you can let your fingers do the walking” and google it. At the end of the day you must do your research and fill the application correctly or hire an expert to help you with the application. For more information feel free to make a 15 min appointment after you send us your updated resume.



Free Gifts To Get You Prepared



We understand that our candidates need to be prepared to begin this process. As part of our service, we offer coaching to individuals seeking to obtain this visa. That's why we've implemented these free resources to help you start your visa plan.

TN2 Visa Checklist

Our checklist includes all the documents you will need to start the visa application process.

Organization: Keep your documents in order and avoid missing any crucial paperwork.

Confidence: Approach the visa application process with confidence, knowing you have everything in order.

Time-Saving: Save time by having a clear roadmap of required documents, reducing the back-and-forth during the application.

AGR Action Plan

Estimate how long it will take you to get your visa! With our action plan, you'll be able to know what you need to complete to have everything ready before processing your work visa.

Clarity: Gain a clear understanding of the steps involved in obtaining your visa.

Timeliness: Plan and manage your time efficiently, ensuring you meet deadlines and requirements.

Documentation: Ensure all necessary documents are collected and organized, avoiding last-minute rushes.

To Download The Checklist Click [HERE](#)

To Download The Action Plan Click [HERE](#)

We hope that these resources are helpful for starting your career with us and help you expand your goals internationally.

Are You Ready? Apply Now!



What Is Agile Global Resources?

We are an American staffing company with the purpose of recruiting professionals from Mexico and Latin America within the IT industry, connecting them with international companies based in the United States. With 8 years of experience in the industry, we have been helping professionals take their careers to the next level.

Why Process Your Visa With AGR?

With **8 years of experience** in recruitment and visa processing, Agile Global Resources (AGR) stands out as a trusted partner for your journey. Our success stories, featured on the 'Sin Fronteras' podcast, showcase the numerous individuals who had going through the visa process with us.

At AGR, we go beyond just processing visas. We provide comprehensive support to our candidates, ensuring a seamless experience:

- **Expertise and Experience:** With a solid background in recruitment and visa procedures, our seasoned team is well-equipped to handle your case.
- **Contract Signing and Administrative Support:** When you sign a contract with us, we take on the administrative responsibility, ensuring your work conditions are secured and maintained.
- **Guidance and Accompaniment:** From the moment you choose to be part of AGR, we stand by you, offering guidance at every step until you secure your job.
- **Personalized Coaching:** You will get personalized coaching by a specialist in human processes who will accompany you personally throughout your process.

Is Agile Global Resources Safe?

Our process is entirely secure, backed by our extensive experience and a track record of success. With over 12 clients trusting our staffing services, we have earned their confidence by consistently recruiting high-quality professionals with outstanding performance.

How To Apply For The Visa?

If you're a professional in the IT industry and you are interested in obtaining a work visa to start working in the United States, check out the requirements:

- You are Mexican
- You have 4 years or more of experience in the IT industry
- You have English language proficiency at the B2/C1 level
- Hold a professional license,
- Have a valid Mexican passport
- You can invest on the visa (\$600 USD)

We are looking for professionals who are motivated and convinced of wanting to grow in this industry and with a resilient attitude to face the obstacles that arise. Finding a job in the United States for the first time will not be easy but it will bring many benefits in the future.

If your profile meets the requirements, you can apply now by clicking the button:

I meet the requirements and want a visa

AGR is committed to helping professionals obtain a job in the United States.

If your profile does not meet the requirements for obtaining a visa, we recommend applying for our remote positions. To apply, you need to meet the following requirements:

- You are from Latinamerica
- You have 4 years or more of experience in the IT industry
- You have English language proficiency at the B2/C1 level

If your profile meets the requirements, you can apply now by clicking the button:

I want a remote job

Taking your career to the next level requires a lot of effort and perseverance, which is why the profiles we are seeking demand special skills within the industry. This is to ensure we provide high-quality candidates to our clients. We look forward to seeing you soon applying to one of our processes.