

Work Authorization

A Quick Reference for Your Search

Working with KOB Solutions is free for candidates. We are paid by the hiring company. Kerry is here to help you prepare at every step.

WORK AUTHORIZATION QUICK REFERENCE

Status	What you should know
US Citizen / Green Card	Typically no restrictions on employment. May need special clearances for certain government-related roles.
OPT ~ STEM	Generally 3 years post-PhD to gain experience in your field.
Academic H-1B	No cap. Available at non-profit and academic institutions. Easier to obtain than industry H-1B.
Industry H-1B	Subject to annual cap and lottery. More competitive to obtain so plan ahead.
TN-1 / TN-2	Canadian (TN-1) and Mexican (TN-2) residents working in specific professions. Check eligible roles.
O-1 Visa	Outstanding scientist visa sponsored by select companies. Ask Kerry if this may apply to you.

Ready to explore opportunities? Schedule a 10 min call with Kerry!

<https://calendly.com/kerryboehner/discussion>