



Legal Flash 10/2026 Update to visa guidelines (Mexico)

The Government of Mexico has published a reform to the general guidelines for the issuance of visas, introducing a relevant change in the management of foreign talent, particularly for specialized profiles.

Context

This update reflects a shift in immigration policy, aimed at ensuring that the entry of foreign talent generates **strategic value and knowledge transfer to Mexican talent**, under a framework of

increased control by the authorities.

Key changes

- A new scheme has been introduced for **non-remunerated temporary residence**, applicable to foreign nationals providing **highly specialized technical assistance** in projects considered strategic.
- Requirements for **work offer visas** have been strengthened, requiring more detailed employment letters (including work modality, location, and

level of specialization).

- There is now a requirement to more robustly justify:
 - The **contribution of foreign talent**
 - The **need for the profile**
 - A **knowledge transfer program**
- The **tax obligations of foreign nationals in Mexico** are now explicitly recognized.
- Consular discretion has been limited by preventing the request

of additional requirements beyond those established by law.

Effective date

18 May 2026 (already in force following its publication in the official gazette – DOF)

Who is impacted

- Companies hiring or hosting foreign talent
- Companies involved in technical or strategic projects
- Foreign nationals applying for remunerated or non-remunerated temporary residence

Next steps / Recommendations

- Review current foreign talent hiring processes
- Update **employment offer letter templates**
- Identify cases that may qualify as **strategic projects**
- Strengthen technical documentation for applications
- Align immigration and tax considerations from the outset

Important note

The National Immigration Institute (INM) has not yet issued **operational criteria** for the implementation of these changes (including the format for employment letters and application of the new scheme). Further clarity is expected in the coming weeks.

We remain available to support you in implementing these updates and assessing their impact on your operations.

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