

Bahrain Job Hunt – Visa & Salary Checklist

One-page guide for skilled and unskilled job seekers in Bahrain (Manama & nationwide). Covers required documents, LMRA visa flow, salary components, role-specific licensing, and red flags.

1) Documents to Prepare

- Passport valid 6+ months; passport-size photos per spec
- ATS-optimized CV with MM/YYYY dates; experience letters
- Education & training certificates (attested if required)
- Police clearance / background check (if required)
- Medical fitness (post-offer) arranged per employer policy

2) Visa & Hiring Flow (LMRA)

- Application → Interviews → Offer Letter (signed)
- Employer applies for work visa through LMRA
- Entry permit issued → arrival in Bahrain
- Medicals & biometrics → CPR/Residence card issuance
- Onboarding (contract, insurance, payroll setup)

3) Salary Components to Confirm (in writing)

- Base salary (tax-free) + housing & transport allowances (if any)
- Overtime/shift pay; food/utility allowances (role dependent)
- Annual leave & return flight policy
- End-of-service gratuity; probation & notice period
- Health insurance coverage (self & dependents if applicable)

4) Role-Specific Licensing / Compliance

- Healthcare: NHRA licensing (doctors, nurses, allied health)
- Banking/Finance: follow CBB guidelines & employer compliance
- Engineers/Technicians: employer/project registrations as applicable

5) Illustrative Salary Ranges (Bahrain)

Role	Monthly (BHD)	Notes
Helper / Labour	120 – 180	Often includes housing/transport
Nurse (NHRA-licensed)	600 – 900	Benefits vary by facility
Banking/Finance Professional	1,200 – 2,500+	Specialist/regulated roles pay premiums

Ranges are indicative and vary by employer, city, benefits, and experience. Always verify the final signed contract.

6) Red Flags to Avoid

- Upfront fees for jobs/visas. Use licensed recruiters only.
- Tourist-visa work offers. Insist on proper LMRA work visa via employer sponsor.
- No written offer or unclear terms; pressure to travel immediately.

7) Useful Links (Public References)

- LMRA – Labour Market Regulatory Authority: <https://www.lmra.bh/>
- NHRA – National Health Regulatory Authority: <https://www.nhra.bh/>
- Bahrain eGovernment (bahrain.bh): <https://www.bahrain.bh/>

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