



# FOREIGN SERVICE DEVELOPMENT PROGRAM

## GLOBAL REACH, HUMAN IMPACT

Want a career that allows you to live in a new country every few years, while being a Canadian public servant? Do you already hold a bachelor's degree from a recognized post-secondary institution? Here is the career for you!

Immigration, Refugees and Citizenship Canada (IRCC) is looking for the next generation of migration foreign service officers to join our Foreign Service Development Program (FSDP).

We deliver Canada's migration program overseas, including processing applications from prospective immigrants, refugees, students, temporary workers and visitors. We also report on international migration trends and developments, and help to ensure the integrity of the migration program.

The salary for an FS Officer begins at \$71,292 (as of July 2021). Upon graduation to the FS-02 level, officers are paid a starting salary of \$81,709 (as of July 2021).

## A Step-by-Step Guide to the Recruitment Process

### 1. APPLY

Submit an application to the FSDP job process on the Government of Canada Jobs platform ([www.canada.ca/ircc-careers](http://www.canada.ca/ircc-careers)) by December 31, 2022.

To be considered you must:

- Hold a Bachelor's degree from a recognized post-secondary institution
- Have experience working effectively with others
- Have experience supporting others under challenging circumstances
- Be able to apply for a diplomatic passport

### 2. WRITTEN EXAM

If you have demonstrated that you meet the essential qualifications, you will be invited to complete a 3-hour written exam.

### 3. INDIVIDUAL AND GROUP INTERVIEWS

If you successfully complete the written exam, you will be invited to participate in individual and group interviews.

### 4. REFERENCES

If you successfully complete both interviews, all three of your references will be contacted.

### 5. SECURITY CLEARANCE

A Top Secret security clearance is required for appointment to the FSDP. Should you meet all other requirements, IRCC will contact you to complete various forms and will initiate a security clearance assessment on your behalf.

### 6. SECOND LANGUAGE EVALUATION (SLE)

Candidates must be bilingual in English and French to join the FSDP. IRCC may arrange for you to be tested in your second official language to determine your proficiency level. In order to be appointed into the FSDP, a candidate must achieve a bilingual imperative CCC/CCC SLE result.

### 7. RELOCATION

Candidates participating in official language training or starting directly in the FSDP will be required to relocate to the National Capital Region prior to their start date. Relocation assistance is available.

### 8. OFFICIAL LANGUAGE TRAINING

If you are not already bilingual, you will be provided with full-time, paid official language training, up to a maximum of 2270 continuous hours. You will be tested to ensure you meet the required language proficiency levels before being appointed.

### 9. STARTING WITH THE INTERNATIONAL NETWORK

Once you meet all of the employment conditions, you will qualify for appointment to the FSDP at the FS-01 level. The number of offers made will be based on the number of positions available.

Apply to the Foreign Service Development Program upon graduation and the world could be your workplace! [www.canada.ca/ircc-careers](http://www.canada.ca/ircc-careers)

