

## Special considerations for foreign postdocs transitioning to a permanent academic position

**The information on this page is based on my own personal experience as a postdoc with the Citizenship and Immigration Canada, and should NOT be considered legal advice. Immigration requirements can change substantially over time and the information on this page may become out-dated.**

Despite the relative ease for which foreign citizens can work in Canada temporarily on a work permit, transitioning to a full-time position – as you might like to do by applying for a tenure-track Assistant Professor position – can pose some serious hurdles. Previously, a permanent academic job could theoretically be ‘set up’ for a foreign worker using an [Arranged Employment Offer](#), however this is no longer possible. General Canadian laws, and specific rules implemented in May 2013 now require a much more stringent application process.

In the broadest sense, Canadian law dictates that any Canadian citizen or permanent resident who applies for a position and is short-listed or deemed acceptable MUST be offered the job before any foreign worker who is also deemed acceptable. In most cases, this means that a foreign worker can only be offered a permanent job after at least one Canadian citizen/resident turns-down the job offer. This does not mean it is impossible for a foreign worker to receive an offer for permanent employment, but it does place them at a serious disadvantage.

To give you a proper idea of what is required by the institution to hire a foreign worker as an academic, you should consult [this page](#). It details the entire hiring process including the completion of Foreign Academic Recruitment Summary and Labour Market Opinion (LMO) processes are detailed.

The only way to make sure that you are not missing out on positions due to your residency status is to become a permanent resident under the [Federal Skilled Worker Program \(FSWP\)](#) or [Canadian Experience Class \(CEC\)](#). Speaking very generally, the FSWP could be considered the easier method, but you cannot apply under this system unless you fall within a very select [group of occupations](#) or you already have a job offer (creating an interesting chicken-or-the-egg scenario!). This may mean that it is desirable to apply to the CEC as soon as you are eligible. The process is expensive and can take a long time, but the end result might be preferable to missing out on a permanent academic position.

\*

Prepared by Adrian West, 25 May 2013  
For corrections or dead links ONLY, contact [a.west@dal.ca](mailto:a.west@dal.ca)