

# PROFESSIONALS'

## RECRUITMENT PROCESS



Canadian Security  
Intelligence Service

Service canadien du  
renseignement de sécurité

Canada

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### APPLY ONLINE

Basic Requirements:

- Canadian Citizenship
- 10 years of verifiable information

\*Valid, permanent driver's license (if applicable)

\*Mobility (for some positions)



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### PRE-SCREENING

Short questionnaire to confirm eligibility.



3

### COMPETENCY-BASED INTERVIEW

Interview with hiring manager(s) and HR Advisor.



**TIP:** Research the STAR Method to prepare for your interview!

4

### COMPLETE EMPLOYMENT PACKAGE

Additional documents requested, including three (3) references.



5

### SECOND LANGUAGE EVALUATION (SLE)

Based on the position, SLE may be required (EN/FR).



6

### PSYCHOLOGICAL ASSESSMENT

Psychological assessment, including interview with psychologist.



7

### FILE REVIEW

Short questionnaire to validate accuracy of information before security clearance.



8

### ENHANCED TOP SECRET CLEARANCE

- Background check documents
- Fingerprints
- Security interview
- Polygraph test



9

### LETTER OF OFFER

Once clearance is obtained, official letter of offer for signature.



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### EMPLOYMENT WITH CSIS!

- Start with 3 weeks of vacation
- Benefits:
  - Health and dental plans
  - Pension fund
  - Employee Assistance Program (EAP)
- Work-life balance
- Coaching
- And more!

