

PROFESSIONALS' RECRUITMENT PROCESS

Canadian Security Intelligence Service Service canadien du renseignement de sécurité

Canada

1 APPLY ONLINE

Basic Requirements:

- Canadian Citizenship
- 10 years of verifiable information

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

*Mobility (for some positions)



2 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.



10

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!

