

STUDENT RECRUITMENT PROCESS

Canadian Security
Intelligence Service
Service canadien du
renseignement de sécurité

Canada

1 APPLY

Apply one year prior to
the start of your work term.

Basic Requirements:

- Canadian Citizenship
- 10 years of verifiable information
- Registered as a full-time, post-secondary student in an accredited academic institution recognized in Canada



2 PRE-SCREENING

Short questionnaire
to confirm eligibility.



3 COMPETENCY-BASED INTERVIEW

Interview with hiring
manager(s).



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



4 COMPLETE EMPLOYMENT PACKAGE

Additional documents
requested, including
three (3) references.

5 PSYCHOLOGICAL ASSESSMENT

Psychological assessment,
including interview
with psychologist.

6 FILE REVIEW

Short questionnaire
to validate accuracy of
information before
security clearance.



7 ENHANCED TOP SECRET CLEARANCE

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



8 LETTER OF OFFER

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



9 WORK TERM

Your work term will include:

- Mid-term and end-of-term evaluations
- Rehire opportunities (4, 8, 12, or 16+ months)
- Full-time employment opportunities after graduation
- Networking opportunities

