

# 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

