



# NAVIGATING CAREER TRANSITIONS strategies for success

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*MARCH 3, 2026*

# FATEEMAH DAUHOO

(SHE/HER)

- Fateemah is a bilingual communications professional with experience in strategic communications, media analysis, and social media management. She currently serves as an Acting Communications Officer at Department of Justice, supporting the Social Media and Media Monitoring teams.
- She is also participating in a micro-mission with the BC Federal Council. Additionally, she is a passionate advocate for engagement within the public service, she is an active core committee member with Governexx, where she leads communications activities. Recently, she managed a full logo redesign process—from launching the design contest to presenting the final version to the Executive Champion.



# LEARNING OBJECTIVES

- ◆ Learn how to effectively take care of your mental health and wellbeing during times of uncertainty and learn about support options available to you
- ◆ Gain knowledge on the best ways to optimize your learning in the GC
- ◆ Master effective resume crafting techniques for both GC Jobs and informal hiring processes
- ◆ Navigate the do's and don'ts of using social media for job searches and networking



# JOSHUA FRAME

(HE/HIM)

- Joshua started his public service career in Ottawa in the Canada Revenue Agency and has held roles in management, project management, budgeting and service renewal over the last 14 years.
- He became the National Chair of the Federal Youth Network (FYN) in November 2016 and has been shaping the FYN to be a driver of innovation, regional engagement and career development.
- In March 2020 in response to the COVID-19 pandemic, Joshua helped to launch the FYN Virtual Learning Series, and was recognized with the Canada School of Public Service's Award of Excellence in Innovation for this project.



# NAVIGATING CAREER TRANSITIONS - WHY NOW?

- Reduced departmental staffing
  - Reductions in term & casual contracts
  - Reductions in student hiring
  - Workforce adjustment announcements
- How does this impact your career development?
- How can you prioritize your learning and development to continue your career in the GC?

# NAVIGATING CAREER TRANSITIONS - WHY NOW?

- Situations you could face in 2026
  - End of term of casual contract
  - Organizational restructuring
  - Workforce adjustment
  - Limited career mobility
- The good news - there's a lot you can do to take control of the situation and set yourself up for success.  
We're here to help!

# NAVIGATING CHANGE

The background features a large black shape on the left that tapers to a point on the right. To its right are three vertical, arrow-like shapes pointing right, colored blue, yellow, and green from left to right. These shapes are composed of two overlapping layers, creating a slight 3D effect.

# SAMANTHA HARRIS (SHE/HER)



- Samantha began her journey in the public service after moving to the west coast from Prince Edward Island. Driven by her love of community and desire to help others, Samantha immersed herself in volunteering, networking, and discovering ways to support others who were navigating similar transitions. Her passion for leadership and personal growth led her to join the Federal Youth Network, where she connected with like-minded, idea-driven individuals and discovered innovative ways to uplift her peers. For the past four years, Samantha has served as co-chair of Governexx, working alongside committee members to support and empower new public servants to reach their full potential through collaboration and mentorship.
- Currently, Samantha applies her talents as a Learning Advisor with the Federal Youth Network. Her journey highlights the value of stepping out of your comfort zone, building connections, and channeling passion into meaningful action.



# ROADBLOCKS

- Roadblocks may prevent you from going the way you had planned:
  - Your term might not be extended
  - Your position may be work force adjusted
  - There are less hiring opportunities
- Be aware that there is not just one path to success.
- Be adaptable to new circumstances, embracing the current reality.

# ACKNOWLEDGE YOUR FEELINGS

- It's normal to feel a range of emotions, from anxiety to sadness. Allow yourself to feel these emotions without judgment.
- Reach out to friends, family, or colleagues. Talking about your concerns can provide emotional support and help you feel less isolated.
- If you're feeling overwhelmed, consider reaching out to the Employee Assistance Program (EAP). They can provide strategies to cope with stress and anxiety.

# FOCUS ON WHAT YOU CAN CONTROL

- While you may not be able to control the job situation, you can control how you respond. Focus on actions you can take, such as updating your resume or learning new skills.
- Engage in activities that you enjoy and that help you relax, such as reading, walking, or listening to music.
- Look into any financial assistance or resources that may be available to you. This can help alleviate some of the stress related to financial uncertainty.

# NEW PATHWAYS

- Take some time to self-reflect on your strengths and weaknesses.
- Be open minded and adventurous when exploring next steps.
- Set small, manageable goals that can help you feel a sense of accomplishment and progress.
- Turn to your network and consider new opportunities you didn't know existed.

LEARNING

The image features a black background on the left side where the word "LEARNING" is written in a bold, white, sans-serif font. To the right of the text, there are three overlapping chevron shapes pointing towards the right. The first chevron is blue, the second is yellow, and the third is green. Each chevron is slightly offset from the others, creating a layered effect.

# ERIK DE VRIES

(HE/HIM)



- Erik de Vries is Director General of Government of Canada and Public Sector Skills, a role he has held since 2021. In this role, he oversees the development of learning products for all public servants, including courses for functional specialists
- He previously played different roles over 14 years with Treasury Board Secretariat, where he was most recently the Senior Director for Expenditure Reviews.
- Erik lives in Victoria, BC, with his family of five (not including three very spoiled cats). He tries to make the most of his adopted home by enjoying outdoor activities, including recreational cycling.



# UPCOMING WORKSHOPS

## ✦ RÉSUMÉ WRITING

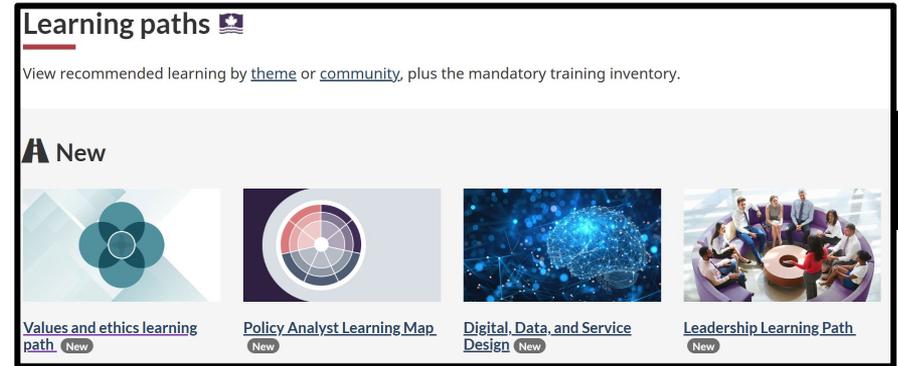
- This session will focus on using storytelling to clearly communicate your strengths, impact, and potential as you navigate career transitions.

## ✦ INTERVIEW PREPARATION

- This session focuses on translating your career story into clear, compelling interview responses that resonate during periods of change. Learn how to confidently articulate your skills and connect past impact to future value.

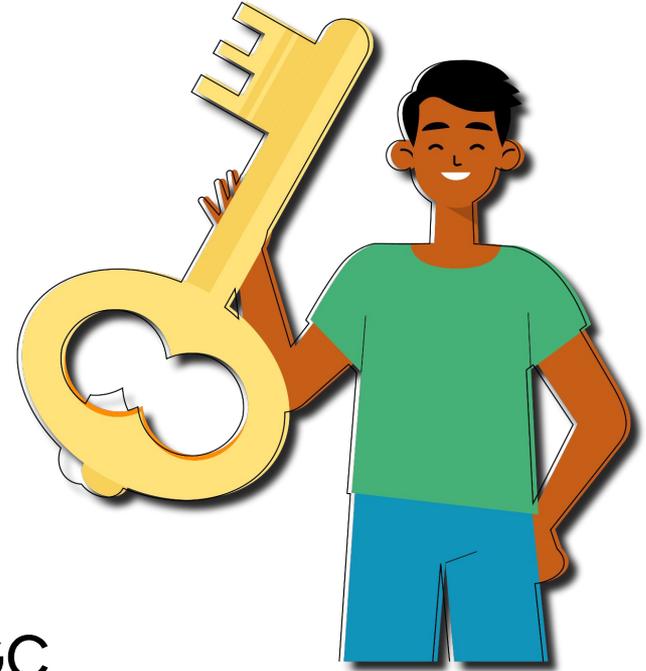
# LEARNING FOR GC EMPLOYEES

- ◆ Learning plan (annual but evergreen)
- ◆ Canada School of Public Service (courses and learning paths). Open to current GC employees.
- ◆ Informal learning
  - Mentorship
  - Coffee chats
  - Employee Networks



# LEARNING WHEN ASPIRING TO JOIN THE GC

- ◆ FYN LEARNING  
(EXPLORE THE FYN ECOSYSTEM)
- ◆ INFORMAL LEARNING
  - MENTORSHIP
  - COFFEE CHATS
  - GETTING INVOLVED IN NETWORKS OUTSIDE OF THE GC



# EMPLOYEE NETWORKS



Communauté  
nationale des  
gestionnaires

National  
Managers'  
Community

Future Leaders Network of MB



Réseau des Futurs Leaders du MB



# OTHER OPPORTUNITIES

- ◆ You can gain experience and build your network by participating in online communities, attending networking events, getting involved in professional associations, or volunteering in your community.



# FINDING JOBS



# JUSTINE REYNOLDS

(SHE/HER)



- Justine Reynolds joined the Federal Youth Network (FYN) as a Senior Advisor on secondment from Infrastructure Canada.
- Justine currently co-leads the Interdepartmental Mentoring Community of Practice (launched in 2022), as well as the “Take Me With You” Initiative Community of Practice (launched in 2024).
- Justine joined the public service originally as a Co-op student through the University of Ottawa. She has worked in a number of federal government departments including the Department of Fisheries and Oceans and the Canadian Coast Guard, Correctional Services Canada, and Statistics Canada.



# FORMAL GC HIRING

GETTING A FEDERAL PUBLIC SERVICE JOB INCLUDES SEVERAL STEPS.

- Apply to a job
- Check your GC Jobs account to see if you have been screened in
- Take a written test, or go to an interview if required
- Provide references to the manager and go through security screening
- Check your GC Jobs account/email to receive updates on the process

(source: [Applying for Government of Canada jobs: What to expect](#))

# HIRING POOLS

## BEST CASE SCENARIO

You pass all stages of the selection process and get into a pool

## WHAT DOES IT MEAN?

You are deemed qualified and a hiring manager from that department can now use that pool to hire you for the position you qualified for.

## WHAT IS DOES NOT MEAN?

That are you guaranteed a job, or to hear anything further from this hiring pool. You may hear back within weeks, months, or you may never hear anything further.

# NON-TRADITIONAL HIRING

## ✦ UNOFFICIAL GC FACEBOOK GROUPS -

35+ groups focused on connecting job seekers and hiring managers

[https://wiki.gccollab.ca/Federal\\_Youth\\_Network/List\\_of\\_GC\\_Facebook\\_Groups\\_-\\_Liste\\_des\\_groupes\\_Facebook\\_du\\_GC](https://wiki.gccollab.ca/Federal_Youth_Network/List_of_GC_Facebook_Groups_-_Liste_des_groupes_Facebook_du_GC)

## ✦ UNOFFICIAL LINKEDIN GROUP -

“Government of Canada Job Opportunities (Informal)” which is focused on posting current job opportunities and connecting job seekers and hiring managers

# TIPS FOR A SUCCESSFUL POST

- ◆ Post with your name – allows hiring managers to do some research before contact
- ◆ Be clear – what you're looking for, info on pools you're in, SLE profile etc.
- ◆ Be creative! Attract a hiring manager's attention
- ◆ Be realistic about the job and level you're seeking. Entry-level roles generally have a 1, 2 or 3 after the classification, such as FI-1, AS1-AS2, PM1-PM2, EC2-EC3, IS2-IS3

# THINGS TO AVOID

- ◆ Negative tone, speaks of a toxic workplace etc. – this airs your issues in a public forum and reflects on you as the job seeker – V&E issues
- ◆ No clear ask as to job type or experience that would apply
- ◆ Does not include key information such as SLE profile, location, potential hiring mechanism
- ◆ Unrealistic expectations (newly graduated student wanting to be bridged to a mid-level role)

# RESUMES THAT STAND-OUT



# HAYLEY ELLIS (SHE/HER)



- Hayley began her public service career as a student at the Canada Revenue Agency (CRA), where she transitioned into the role of Income Tax Auditor.
- Demonstrating a strong commitment to learning and development, she served as co-chair of her local Young Professionals Network for three years. In this capacity, she organized various learning events, notably leading the office's first virtual career fair in 2021.
- Currently, Hayley is a project manager for the Federal Youth Network (FYN), where she plans events for new and young public servants. In this role, she continues to foster professional growth and collaboration within the public service community.



# USING AI TO CREATE YOUR RESUME

- **AI CAN BE A GREAT TOOL TO REFINE YOUR WRITING. FOR EXAMPLE:**
  - Use prompts for AI to revise your writing so it is more formal
  - Use prompts to analyze job descriptions and identify keywords to include in your resume
- **PROOFREAD**
  - Make sure writing is consistent throughout your resume
  - Make sure experience is accurate and not generic
- **NOTE:**

If you're applying to a formal process, ensure that the use of AI is allowed.

# TYPES OF RESUMES

## HAYLEY GAMSON-COMO

819-213-5022

Kinburn, ON

[hayley.como@hotmail.com](mailto:hayley.como@hotmail.com)

### SUMMARY OF QUALIFICATIONS

- Classification: AS-03
  - o (Experience acting at the AS-04 level)
- Security Clearance: Level 2 Secret
- Language: BBB
- Very comfortable in high-paced, demanding environments
- Large group management experience (250+ part time staff)
- Private and public sector experience in event management
- Highly developed leadership and organizational abilities

### EDUCATION

Bachelors of Social Sciences, Criminology and Women's Studies

- University of Ottawa, Graduated with Honours in June 2015

Corporate Learning, Effective Interpersonal & Organizational Communication

- Algonquin College, January 2021

Project Management 101

- PMC Training, January 2019

### EMPLOYMENT HISTORY

*Agriculture and Agri-Food Canada Ottawa, ON – Minister's Office - Finance and Human Resources Officer*

July 2020 - Present (Indeterminate)

- Provide administrative assistance, guidance and support to the



## HAYLEY COMO

INDETERMINATE AS-03

### CONTACT

✉ [hayley.como@hotmail.com](mailto:hayley.como@hotmail.com)

☎ 819-213-5022

📍 Kinburn, Ontario

### EDUCATION BACKGROUND

- BSocSc Undergraduate Degree  
University of Ottawa | Sept 2011 - June 2015  
Major in Criminology, Minor in Women's Studies
- Fundamentals of Leadership Certificate  
Algonquin College | Jan 2021 - Jan 2022
- Project Management 101  
PMC Training | Jan 2019
- Social Media Program  
Algonquin College | July 2022 - Present

### SKILLS

- Experience acting at the AS-04 level
- Security Clearance: Level 2 Secret
- Language: BBB
- Very comfortable in high-paced, demanding environments

### RELEVANT EXPERIENCE

#### MINISTER'S OFFICE ASSISTANT

- Agriculture and Agri-Food Canada | July 2020 - Present
- Provide administrative assistance and support to the Departmental Liaison
  - Manage all incoming correspondence for ministerial review and approval using a departmental tracking system (CCM Enterprise)

# RESUME INSPIRATION - TRELLO

Aspen Huggins at a glance Public 

### Meet Aspen



Aspen Huggins, creative leader  1

Profile: Flexible, engaging, and passionate, my specialty is working with colleagues at any level to do things we've never done before. I bring experience in facilitation & coaching, a proven track record of collaborative problem-solving, solid

### Key Skills (click for detail)

- Courage, Curiosity, Creativity, Problem-Solving, Teamwork & Empathy 
- Innovation & Business process design 
- Analysis & Briefing 
- Written Communication 
- Leading people 

### Employment History

- Free Agent: Project Manager, Enterprise Solutions  1
- Free Agent: Strategic Advisor, Digital Oversight  1
- Free Agent: Gender Based Analysis +  1
- Free Agent: Policy, Public Affairs & Outreach  1
- 2015 to 2018: Senior Program Manager

### Selected Education & Training

-   
2020: Human-Centered Service Design  1
-   
2019: Intro to Gender-Based Analysis Plus  1
-  National Managers' Community / Communauté nationale des gestionnaires  
2018: Equipping Managers for a Culture of Change

# RESUME INSPIRATION - MIRO

miro
Digital Academy
↑

Create boards and get more features by signing up
Sign up for free
View only

“

The Digital Academy serves as a central, credible hub for Digital excellence. Its impacts are far reaching, and for us specifically, they are a trusted partner in helping maintain the organization's position as a world-class regulator, a digitally focused service provider, an economic enabler, and an employer of choice.

MÉLANIE COPELAND  
ASSETTE & TRANSFORMATION  
PARTNER PROCESS, TRANSFORMATION CANADA

@MCOPELAND

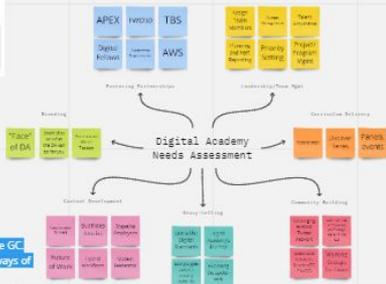


Researching, advocating and executing on better digital government practices since 2016.

**My chat with @School\_GC on Successfully Leading High-Performing Virtual Teams** is available on Youtube for a couple more days. Make sure to check it out before it's gone! [@EAT\\_Hoag](#)

#WTF #VirtualWork #HybridWork #DistributedTeams

It was with a team while leading high-performing virtual teams with a working remote, but I am excited to bring a new public on who provide our services. [@gpcanada](#)



Currently the "face" of Transformation at Transport Canada



**OF DATA**  
MAXIMISER LES  
DONNÉES

Our "How We Work" Playbook has captured the attention of the GC. Our plays equip staff with guidance on how to adopt modern ways of working and thrive in a digital environment.

MÉLANIE COPELAND

B. Comm., MBA

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**CONTACT**

- ✉ [m.copeland@tc.gc.ca](#)
- 📞 [\(416\) 957-0900](#)
- 📍 [Toronto, Ontario](#)

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**PROFILE**

Office and engaging business professional. Strong track record in digital government transformation. Passionate about research, advocating and executing on better digital government practices since 2016.

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**PROFESSIONAL EXPERIENCE**

**Assistant, Transformation Practice Office**  
Transport Canada  
May 2020 - Present

- Assisted in the development and implementation of the Transformation Practice Office's strategic plan and business plan.
- Led the development and implementation of the Transformation Practice Office's strategic plan and business plan.
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**EDUCATION**

**Master of Business Administration**  
University of Toronto  
2015

**Bachelor of Commerce**  
University of Toronto  
2011

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**SKILLS**

Digital Strategy & Execution  
Program Management & Delivery  
Project Management & Delivery  
Change Management & Delivery  
Business Model Support & Delivery  
Community Building & Delivery

# CONCLUSION

- When facing career uncertainty take stock of what's in your control and outside
- Be deliberate in planning out your learning and development.
- Understand the learning platforms that are accessible inside the GC (CSPS) and those accessible outside the GC (FYN, Apolitical).
- Invest time in networking on LinkedIn and Facebook by joining unofficial GC Facebook and LinkedIn groups to option up career options.
- Know that you're not alone - many employees are facing career uncertainty and there are many resources available to help.

AMA  
PANEL  
DISCUSSION



THANK  
YOU

