

Foreign Service Development Program

A 36 MONTH JOURNEY



WHAT IS THE FSDP?

The Foreign Service Development Program (FSDP) is a three-year entry-level program. FSDP Officers are hired at the [FS-01](#) level and developed into effective Migration Foreign Service Officers through both formal and on-the-job training, rotational assignments, and mentorship.



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and Citizenship Canada

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WHILE IN CANADA

FSDP Officers can expect to spend between approximately 6 and 12 months taking part in a variety of formal training activities based in Ottawa.



WHILE ABROAD

The majority of officers will move abroad during the Canadian summer months and are expected to spend approximately 24 months working in a migration office overseas.

During their assignment overseas, a FSDP Officer's progress is monitored and evaluated. They are expected to gain experience in IRCC's migration program delivery and maintain proficiency in both official languages.

The majority of initial assignments abroad are two years in length.



GRADUATION AND PROMOTION

FSDP Officers who meet all conditions of employment and graduation at the end of their time in the program are promoted to the [FS-02](#) level.

Following graduation, most officers remain abroad for subsequent overseas assignments.



A CAREER IN THE FOREIGN SERVICE

Foreign Service (FS) Officers are rotational: they must be ready and available to be assigned anywhere in Canada or abroad, according to operational needs, every two to four years. At CIC, FS Officers spend about two-thirds of their career on assignment at Canadian missions abroad and one third at Headquarters, in Ottawa.

The majority of assignments are in overseas locations where day-to-day life can be very different - and often more challenging - than in Canada.



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RECRUITMENT PROCESS

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Application Process



APPLY

Submit your application [here](#) by December 31, 2022.



APPLICATION REVIEW

Your application will be assessed against the essential qualifications. You will be notified of the status of your application via email.



Assessment Process



3 WRITTEN EXAM

If you have demonstrated that you meet the essential qualifications, you will be invited to complete a 3-hour written exam. The competencies that will be assessed will be specified in the invitation.

4 INTERVIEW AND GROUP EXERCISE

If you successfully complete the written exam, you will be invited to participate in an interview and group activity. The interview will be done individually and will last approximately 1 hour. The group activity will take place with other candidates and will last approximately 2-3 hours. The competencies that will be assessed will be specified in the invitation.

5 REFERENCES

If you successfully complete the group activity and interview, your references will be contacted.



Conditions of Employment



6 SECURITY CLEARANCE

A Top Secret security clearance is required for appointment to the Foreign Service Development Program. After successfully completing the assessment process IRCC will proceed with your security clearance assessment.

7 SECOND LANGUAGE RESULTS

A valid CCC/CCC proficiency both official language is required to qualify for appointment to the Foreign Service Development Program. If you do not have valid CCC/CCC official language results, you will be tested in your second official language. If you do not meet CCC/CCC official language proficiency, you will be provided with Official Language Training.



Official Language Training and Starting with the International Network

OFFICIAL LANGUAGE TRAINING (OLT)

If you are not successful in obtaining CCC/CCC , you will be provided with full-time Official Language Training, up to 2270 continuous hours to obtain your CCC/CCC language proficiency levels.

STARTING WITH THE INTERNATIONAL NETWORK

Once you meet all of the employment conditions, you will qualify for appointment to the Foreign Service Development Program at the FS-01 level. The number of offers made will be based on the number of positions available.

