

CAREER BOOT CAMP

FINDING YOUR NEXT OPPORTUNITY

SESSION 1

2026

INSTRUCTIONS

- All attendee microphones and cameras are deactivated. The chat is disabled for attendees, but we will use it to send resources.
- Please use the Q&A button to ask your questions. Vote for a question you like by pressing the Thumbs Up button.
- This session will be given in English only. The French session is given simultaneously. To join the French session instead, exit this page, go to Sessions, and click the French equivalent.
- All the sessions are being recorded and will be available on the FYN-RJFF YouTube channel in the 24 hours following the session.

REMINDER

- This session includes discussion topics, vocabulary, and scenarios that some learners may find distressing.
- Please feel free to take breaks as needed. If you need support, remember that your organization's Employee Assistance Program is available **24/7**.

ADDITIONAL RESOURCES CAN BE FOUND ON OUR WIKI PAGE

MARCUS WONG

(HE/HIM)

- Marcus Wong currently works as an epidemiologist within the Centre for Communicable Disease and Infection Control in the STBBI Surveillance Division.
- Completing a Masters' of Science in Public Health at McGill University, Marcus has worked at the Public Health Agency for 2 years, on bio-behavioural surveys assessing health care access in key populations.
- Marcus has moderated previously for the Federal Youth Network, and commentates esports professionally.



LEARNING OBJECTIVES

Identify key platforms and tools for discovering job opportunities within the Government of Canada

Understand the staffing processes and terminology used across departments

Explore strategies for interdepartmental job transfers and mobility

Apply tips and tricks to enhance job search effectiveness within the federal public service



RENA GAGNON (SHE/HER)

- Rena Valiente Gagnon is a Senior Human Resources Advisor at the Public Service Commission of Canada, based out of Halifax, NS.
- In her current role in the Centre of Expertise for Outreach and Engagement, Rena focusses her work on promoting the recruitment and retention of candidates to the public service, through meaningful engagement with equity seeking groups, community organizations, educational institutions, and other government departments.
- As a mom of an active teenager, Rena spends the bulk of her spare time driving to dance rehearsals and competitions.

ALISON SZAWIOLA (SHE/HER)



- Alison is a Human Resources Advisor with the Treasury Board Secretariat, specializing in learning design, career and leadership development and helping employees navigate new professional opportunities.
- During her public service career, Alison has worked at multiple departments and contributed to various initiatives—earning awards at the departmental, branch, and division levels at ISED, ESDC and TBS respectively.
- She is also a member of the Ontario College of Teachers, and holds a Master of Teaching from the University of Toronto.

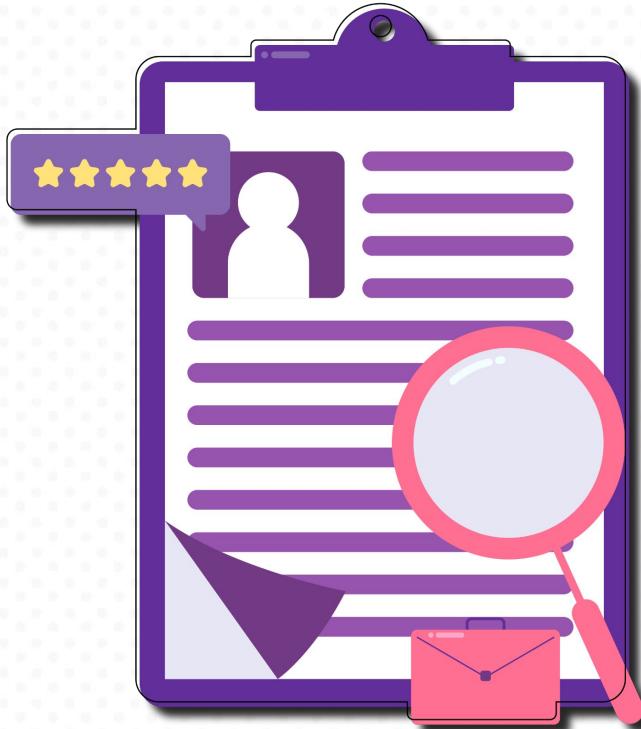
AARON KAATZ (HE/HIM)



- Aaron Kaatz is a forward-thinking recruitment leader and strategist based in Winnipeg, MB, with a proven track record of empowering diverse talent pipelines.
- His leadership has not only enhanced recruitment efficiency but also positioned departments like Public Services and Procurement Canada of Indigenous talent.
- Aaron's approach to recruitment is not just about filling roles—it's about building sustainable talent ecosystems that resonate with the values of diversity and inclusion.

THE BASICS OF GC HIRING

- Multiple ways to be hired in the GC
- Principles are fairness and transparency in the hiring process
- Where you are right now will help to determine which method you'll explore for future career moves.
- Knowing the system will equip you to best market yourself for a new role, and understand your options



EXTERNAL HIRING

OCCURS WHEN YOU'RE FIRST HIRED INTO A GOVERNMENT OF CANADA ROLE, MEANING YOU'RE EXTERNAL TO THE GC AS A CANDIDATE

- ADVERTISED APPOINTMENT
- NON-ADVERTISED APPOINTMENT
- CASUAL CONTRACT
- STUDENT CONTRACT
- INTERCHANGE (FROM OUTSIDE OF THE GC)



MOBILITY WITHIN THE GC

ONCE YOU'RE A TERM OR INDETERMINATE EMPLOYEE YOUR
OPTIONS FOR MOBILITY EXPAND INCLUDING:

- APPOINTMENTS
- DEPLOYMENTS
- SECONDMENTS
- ASSIGNMENTS
- INTERCHANGE AGREEMENTS
- MICROMISSIONS
- VARIOUS LEAVE OPTIONS
EDUCATION LEAVE, CAREER DEVELOPMENT LEAVE ETC.

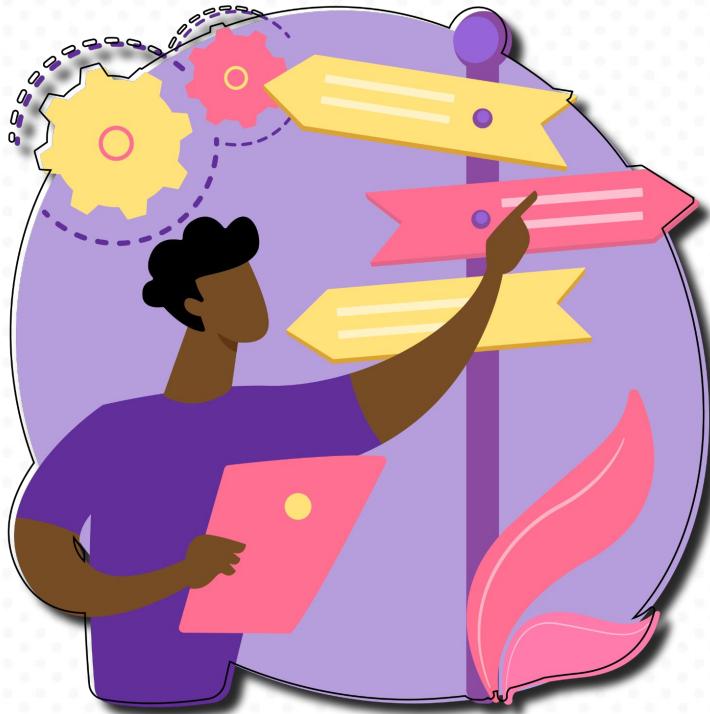
WHAT ARE MY OPTIONS TODAY?

THIS DEPENDS ON WHAT ROLE YOU OCCUPY AND WHAT YOU'RE LOOKING TO DO

- **For indeterminate employees** you have an increased level of flexibility for movement
- **For term employees** you have flexibility but it can be more tricky to navigate as any movement may require a new term contract, as opposed to a secondment or assignment
- **For those trying to enter the GC** you need a mechanism to get in, whether through a selection process or non-advertised staffing option
- **MAKE SURE YOU UNDERSTAND:**
 - Your status (indeterminate, term, casual, student)
 - Any priority status due to WFA
 - Your group and level and comparable groups and levels
 - What you're seeking and whether that aligns with the opportunity presented

KNOW YOUR OPTIONS

- Spend time on processes that fit what you're looking for
- Understand your rights if you've been notified of WFA. Understand your rights in this process and if and when a priority status applies
- Understand which departments are hiring and which are not. GC Jobs archive function can help with this research
- Find the right opportunity that fits what you need

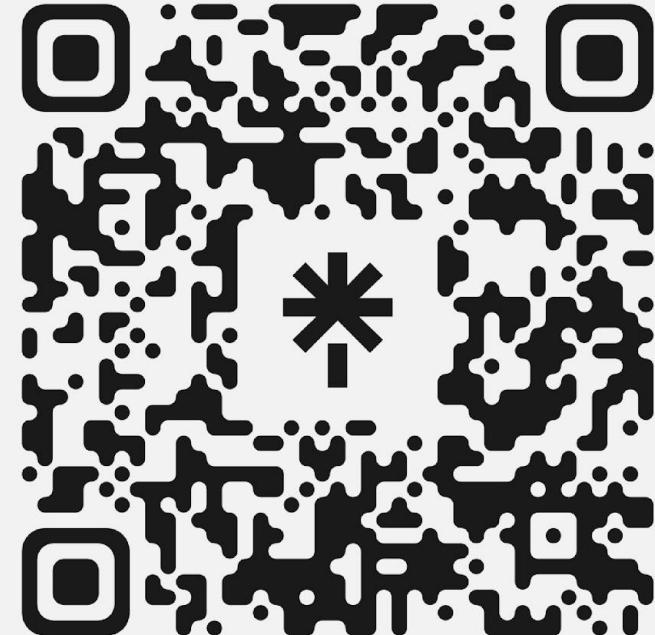


QUESTIONS

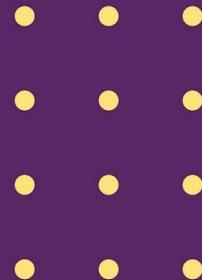


THANK YOU

CAREER BOOT CAMP



UPCOMING SESSIONS



SESSION 2

CAREER MOBILITY DECODED

JANUARY 20TH

2:30pm - 3:30pm (EST)

