

## Canada Ultimate Masterclass

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# **THE A – Z OF SECURING A JOB IN CANADA**

Canada is a land of opportunities. Many perceive the country as open and friendly towards immigrants. Despite its relatively open immigration policy, to get a job as a foreigner in Canada is not a stroll in the park.

You might already know that Canada is home to the world's longest coastline, Niagara Falls, the Rocky Mountains, maple syrup and ice hockey. But did you know that the second largest country in the world also boasts a low crime rate and is regularly voted as one of the best and most peaceful places to live? Combine this with the friendly inclusive nature of its inhabitants and Canada becomes even more appealing.

The fact that English is the main language (with French being spoken predominantly in Quebec province) is another huge draw for expats.

## **Canadian Job Market**

I will be sharing points here with two assumptions in my mind, the first is that some of you are just starting out on your journey and would want to use the visitor's visa scheme (which we have explained in another material in this course) to come into Canada first, and then get a job while in Canada, while the second group will be those who would want to get a job from their Country to come into Canada, so as you read on, you will know where you belong in these two groups, and what you are to do.

Canadian standards are high, so to get a job in Canada, you'll be expected to have a top-notch resume, be fluent in English or French language (depending on the area), and have relevant job experience. Things are good in the Canadian job market. This is thanks to a strong economy.

# **Basic Steps In The Recruitment Process**

Here's a quick rundown of the typical recruitment process after you've submitted your resume.

## **Step 1: Human Resources Evaluation**

At most companies, a computer program scans your resume for keywords and phrases after you submit it. Typically, the words and phrases it's looking for are those in the employment ad. If your resume includes some of the language from the position description (assuming these words accurately portray your skills and experience, of course), it's more likely your application will make it through the scan.

## **Step 2: Phone Interviews**

Next, an HR representative goes through the resumes flagged by the scanning program and picks the ones that fit best with the position's requirements. That representative then gets in touch with each chosen applicant for a short phone interview. If you get one of those calls, answer the HR rep's questions with professionalism and enthusiasm. He or she is not only confirming what's on your resume; the HR rep is also gauging your communication skills and interest in the job and deciding whether to pass your resume on to the hiring manager.

## **Step 3: First Interviews**

Once the HR rep has discussed each candidate's qualifications with the hiring manager, the manager chooses which ones to bring in for a face-to-face or via zoom interview. He or she will already be familiar with candidates' skills and work history, so in this meeting, the manager will be evaluating personality and fit with the position and corporate culture. If you make it to this round, prepare to be asked a range of common questions about your skills and experience and how they match up with the requirements of the job. Also be ready for situational questions, which focus on how well you understand the

process for certain job requirements, and behavioural questions, which are designed to gauge your interpersonal and judgment skills.

## **Step 4: Second Interviews**

After the first round of interviews, the hiring manager generally narrows the field of candidates to two or three. Those candidates are then asked back for a second interview, often with another manager, potential co-workers or the department head. In this round, let your personality shine through but maintain your professionalism. This interview is designed so the interviewer can get an even better sense of your working style and your character.

## **Step 5: Decision And Job Offer**

Once the additional interviews are complete, managers who have been involved compare their impressions of each applicant. A final choice is made, and the HR rep makes an offer to the selected candidate.

## **Step 6: Salary Negotiation**

For some job seekers, salary negotiation — the final step in the recruitment process — is the most stressful. This is a stage where it pays (literally) to be prepared. You can research typical salaries for your desired position in your province and city. Next, consider what you're worth to the company based on your skills, the value you'll bring to the team, and whether the industry or your role is fast growing and/or hard to fill. Finally, consider the entire compensation package — benefits, employee perks, paid time off, training, etc. — rather than focusing solely on salary. If you're able to reach an agreement with the employer, be sure to get everything in writing.

If you make it to the final stage of the recruitment process, congratulations! If not, don't be discouraged. There's often a very thin line between the applicant who gets the job and a finalist who doesn't. If you got close, you were clearly a

strong candidate for the position, and if you maintain your focus on your job search, another opportunity may soon arrive.

## **Maximizing Your Potential: Showing Off Your Soft Skills**

As you pursue your job search, you'll have numerous opportunities to make a good impression — from the first discussion you have with the recruiter or hiring manager to the initial phone conversation. At every step, you need to project an approachable demeanour and an enthusiasm for your work. You must rely as much on your interpersonal skills as you do on your functional and professional talents.

**Here are a few tips for using your soft skills to help wow the people you meet during the recruitment process:**

### **1. Prepare Your Pitch**

Craft a compelling storyline that describes you, your particular skills and your unique career experiences. Then, narrow this story down to an elevator pitch — a one- or two-sentence nutshell version that functions as the positioning statement for your personal brand.

### **2. Express Your Enthusiasm**

When you're genuinely excited about your work, it draws other people to you. Did a past project teach you a new technique or solve a particularly sticky business problem? Was the team inspiring to work with? Be ready to discuss what excites you about your work. You'll naturally relax and smile during the conversation.

### **3. Watch Your Body Language**

How you speak and present yourself is just as important as what you say. A few essentials in the nonverbal department: Make eye contact with the person you're meeting with, adopt an attentive posture and present a firm handshake.

### **4. Give, Don't Just Take**

Go in knowing how to sell yourself and your ideas. Part of that includes tuning in to the other person's perspective and, most important, listening to what they say. Pay attention, ask questions and actively engage in the conversation. Come to the interview prepared with a few questions of your own, in case nothing comes to mind when it's your turn to do the asking. You will not be perceived in the best light if you have no questions.

### **5. Be Gracious**

Every step in the recruitment process takes time — not just yours but also that of the people responsible for interviewing and choosing a new employee. Remember to thank them for their time and attention. Follow up with an email or a handwritten note on every job interview, even those that don't lead to a new gig. Your ongoing reputation is still at stake.

The bottom line? A top-notch resume might get you an interview, but from there, it's up to you to close the deal. So learn as much as you can about the typical recruiting process, and then be sure to make a positive impact at every stage

## HOW TO GET A JOB IN CANADA

If you're thinking about finding a job in Canada, you probably have your reasons for moving. Be it family, quality of life, adventure, new life, or anything else, ensure you don't try to cut corners with coming to Canada or getting a job in Canada if you are inside Canada already.

You need to prepare your documents beforehand.

**This is how you get a job in Canada as a foreigner:**

1. **Look for job opportunities.**

2. **Secure a job offer.**

3. **Apply for a work permit.**

Once you have a job offer, you can apply for a temporary work permit to work legally in the country.

4. **Pick a skilled worker permit.**

That is if you plan to live in Canada in the future and stay as a permanent resident.

5. **Get a special work permit.**

This option is intended for specific groups of workers such as “special work permit” *programs for live-in caregivers, business people, and agricultural workers.*”

## Essential Websites For Immigration To Canada

1. [Moving2Canada.com](https://moving2canada.com)

A community website of like-minded people who moved to Canada from abroad and want to share their knowledge and everything they had learned.

2. [Canadainfonet.org](https://canadainfonet.org)

In case you need help and support in finding a job or you want to get more first-hand information about the relocation, employment, and education in Canada, Canada InfoNet is the way to go.

Funded by the Immigration, Refugees and Citizenship Canada bureau, it can connect you with the Canadians who work in the same profession as you, and they'll become your mentors, thus helping you integrate better.

3. <https://coachmyresume.com/home>

Zero2Hired is a project founded by John Ribero and Connel Valentine who both come from the recruiting industry and try to support people looking for a job in Canada.

Connel himself came to Canada as an immigrant, which gives him a unique advantage. He knows what he talks about and shares his valuable know-how on Quora.



#### 4. [CareerEdge.ca](https://www.careeredge.ca)

CareerEdge is a platform that wants to help “*break the no experience, no job cycle*” by connecting Canadian employers with talent looking for work experience in the country.

The goal is to help newcomers to Canada get a paid internship and help them launch their careers. The internships come from various engaging industries such as business, finance, HR, public services, etc.

## Popular Cities To Work In Canada

Canada is a huge country with different weather, culture, and language in its various parts. Because of that, make sure the area you choose for life will be a good fit for you. Research before you make a decision to move.

If you don't mind at all and what matters to you is to find a job, **the top 5 cities with the highest number of job offers are:**

- Kelowna, British Columbia
- Quebec City, Quebec
- Calgary, Alberta
- Saskatoon, Saskatchewan
- Abbotsford, British Columbia

What may surprise you is that some of the largest cities such as Toronto or Montreal aren't even on the list!

However, if you like the big city life, you can opt to look for a job there as well. There are plenty of work options available, too.

# Skills Shortages Job In Canada

Canada has a number of in-demand occupations such as:

- Accountants
- Admin Assistants
- Engineers (Aerospace, Electrical)
- Hr Managers
- Nurses
- Pharmacists
- Project Managers
- Vets
- Web Developers
- Welders.

## **HOW TO ACE JOB INTERVIEWS IN CANADA?**

Interview preparation can help professionals strategize how to answer questions that an interviewer or interviewing committee might ask them. For professionals seeking roles in Canada, taking the time to prepare for a job interview is especially important. Understanding how to market yourself in particular markets and share your credentials is valuable, as it highlights your ability to excel in an available role. In this article, we discuss seven steps for how to prepare for a job interview in Canada and provide helpful tips that you can reference.

### **Some Tips You Can Reference To Help Your Interview**

- Communicate to employers that you are interested in staying long term in Canada.
- Highlight to hiring managers that you want to be a long term asset for their company
- Practice responses to general questions to ensure you mention essential information about your skills
- Remember to share measurable results or any achievements you have
- Connect your skills and previous experience to the available job requirements and duties.
- Understand your strengths and weakness related to the applied position.

# **9 Essential Steps To Help You Prepare For A Job Interview**

## **1. Analyse The Job Description**

Take your time to read the job posting in its entirety and use it as a guide to inform your questions for the interviewer. A typical job posting will outline the responsibilities, desired qualifications, skills, and previous experiences.

Reading the job description thoroughly will give you a fair idea of what the employer is looking for. The more you are able to align yourself with the employer's expectations, the better are your chances of landing the role. If there are specific areas where you sense a gap, prepare compelling responses to demonstrate your ability to learn and grow.

## **2. Do Your Research**

Researching the company where you're applying for a job is an important step in preparing for a job interview. It will not only help you ask relevant questions but also help you learn about the company and provide context during your interview conversations.

While researching, you may want to look up the company website as well as their LinkedIn pages for –

- Product and service offerings
- Key executives and their career paths
- Any recent news articles on the company or the executives
- Company culture
- Size of the company
- Market competition

### 3. Build Your Elevator Pitch

Elevator pitches, as the name implies, are short (20-30 seconds or approximately 75 words) introductory speeches to introduce yourself. A good elevator pitch sounds natural and compelling. During an interview, it works as a great way to –

- Introduce yourself to a recruiter or an interviewer, and
- Answer the “Tell me about yourself” question.

You may use the following framework to craft an impressive elevator pitch for a job interview –

- **Introduction:** Start enthusiastically by mentioning your full name and providing a brief overview of your education and work experience.
- **Expertise and ambition:** Add in your Unique Selling Proposition (USP) and a couple of things you want to highlight about yourself. Also, remember to focus on the problem you solve, not the actual job you do.
- **Call-to-action:** It’s good practice to end your elevator pitch by asking a question and allowing your contact to respond to it, thus making the pitch more conversational in nature.

### 4. Organize Your Portfolio Or Work Samples

Compiling portfolios, work samples, or a self-managed blog are great ways to stand out from the competition, showcase your domain knowledge, and demonstrate how you can add value to the role and the organization. For those in creative fields such as design or art, having a portfolio is generally a requirement. For non-creative or marketing or strategy roles, going the extra mile by imagining yourself in the role and preparing a strategy or a plan in alignment with the job description is an excellent way to build employer trust.

## **5. Prepare To Answer Common Interview Questions For Your Role**

In Canada, a phone interview is usually the first step to getting hired for a role. On the phone call, the recruiter will ask you questions about your professional experience and skills. This is usually followed up with in-person (or video) interviews with the hiring manager and other team members to test your domain knowledge and organizational fit.

The initial interview rounds or screening rounds, as they call it, will often have similar questions ranging from “Tell me about yourself” to “What are your strengths/weaknesses.” It’s important not to memorize answers to each of these questions but instead have an overall idea of key points that you would like to convey and adopt a very natural, conversational style while answering them.

## **6. Think About Questions You Would Like To Ask The Interviewer**

At the end of interviews, whether virtual, on the phone, or in-person, the interviewer will usually ask you if you have any questions for them. It is a good idea to prepare some questions in advance based on the company research you do or considering the points you may have read in the job posting. However, be mindful of not asking questions that can be easily found online.

Asking questions during an interview is a great opportunity to –

- Learn more about the position and the organization, and
- To clarify any doubts or questions you may have.

Asking relevant questions at the end of the interview,

- Reflects your genuine interest in the position;
- Demonstrates your attentiveness during the interview;
- Shows that you’ve done your background research; and

- Helps you evaluate if the organization and the team are a good fit for you.

## **7. Know Your Resume**

Ensure that you are well aware of all information on your resume and be prepared to elaborate on any of the points mentioned. Have specific case examples of your work experience ready to support your resume.

## **8. Pick Your Interview Outfit**

Your interview outfit should be well-fitted, clean, pressed, and matched with appropriate accessories and shoes. Business formals are generally preferred at interviews.

## **WHY DIDN'T I HEAR BACK FROM THE COMPANIES I APPLIED TO?**

### **1. You Have Not Tailored Your Resume For The Target Employer**

When you're job-hunting, it's crucial to have a customized resume for each position you apply to. This means specifying which skills and experience you have relevant to the job.

If your resume is a generic one-size-fits-all document, employers will be able to tell. And they'll likely reject your application because it doesn't show that you're a good fit for the position.

#### **Tip:**

To create a tailored resume, start by reading the job description carefully. Then, highlight the skills and experience that match the requirements listed. Finally, use these keywords throughout your resume to optimize it for both applicant tracking systems (ATS) and human readers.

### **2) Your Social Media Presence Scares Employers Away**

Nowadays, employers will often look at your social media profiles before deciding whether or not to hire you. So if your profiles are full of profanity, alcohol, or other red flags, it could be why you're not getting any responses to your job applications.

Hiring managers are looking for signs that you will be a valuable, positive addition to their workplace. If your social media presence is unprofessional, it will give them pause and could derail your application.



**Tip:**

Start by doing a thorough clean-up of your social media profiles to fix this. First, remove any inappropriate posts or photos. Then, make sure you set your privacy settings to “friends only” or “private.” Doing so will ensure that only people you know can see your posts.

You can also try creating a separate professional social media profile just for job-hunting. This way, you can control what potential employers can see.

### **3) You Fail To Nail The Keywords**

When applying for a job, use the right keywords, which means using the same language as in the job posting.

If you don’t use the right keywords, your application may get lost in an applicant tracking system (ATS). These systems filter out applications that don’t match the job requirements.

**Tip:**

To make sure you’re using the right keywords, start reading the job posting carefully. Then, list the essential skills and experience they’re looking for. Finally, use these keywords throughout your resume and cover letter. Doing so will ensure that your application makes it through the ATS and gets seen by a human recruiter.

#### **4) Providing Feedback Has Legal And Liability Implications**

When candidates don't get a response to their job application, they often wonder if they should reach out and ask for feedback. But this can be a tricky situation.

#### ***Tip:***

Providing feedback might be complicated for employers. There could be legal implications on their behalf, and may open them to liabilities, such as discrimination lawsuits.

If you decide to reach out for feedback, you can try asking general questions about the application process. For example, you could ask if there were any technical difficulties with your submission. Or, you could ask if there's anything else you could provide that would be helpful.

#### **5) It Is Not One Person's Decision**

In many cases, it's not just one person reviewing job applications. It's often a team of people.

Even if one person likes your application, it could still get rejected if the rest of the team doesn't feel the same way.

David Patterson-Cole claims that "most job applications are reviewed by at least three people: the hiring manager, the recruiter, and an HR representative. Each person has their own opinion on what makes a good candidate, so it's important to make a good impression with all of them."

***Tip:***

You can try reaching out to someone at the company, such as a recruiter, hiring manager, or even someone in a completely different department. Getting your foot in the door this way can make your application more likely to be given serious consideration.

If you don't know anyone at the company, make sure your resume is tailored to the job posting. If the company or job board allows it, try attaching a cover letter and portfolio. Seeing results from the skills listed on your resume can help swing things into your favor.

## **6) There Was Simply Not Enough Time**

In some cases, you didn't get a response to your job application because there simply wasn't enough time.

This is often the case with smaller companies that don't have a dedicated HR department. The hiring manager is usually reviewing applications, and they might not have time to get back to everyone.

If you don't hear back from a company within a few weeks, it's probably safe to assume that your application wasn't selected for the next round.

***Tip:***

You can try reaching out to the company to see if they have any updates. But don't be too pushy. The last thing you want to do is make a negative impression.

## **7) Your CV Is Not Informative Enough**

When applying for jobs, your CV is one of the most important things to get right. But unfortunately, many people make the same mistakes over and over again.

Here are some of the most common CV mistakes:

- Not tailoring your CV to the specific job
- Not including a cover letter
- Including too much information
- Focusing on responsibilities instead of accomplishments
- Using vague language
- Making grammatical errors

If you're making any of these mistakes, it's no wonder you're not getting any responses to your job applications.

The good news is that these mistakes are all easily fixable. Start by taking a close look at your CV. Then, make the necessary changes to make it as strong as possible.

### ***Tip:***

You can also get some help from a professional CV writer. They'll be able to identify any weak spots in your CV and make the necessary changes.

## **8) You're Not Qualified**

In some cases, you're not getting any responses to your job applications because you're simply not qualified. This is especially common if you're applying for jobs out of your field or you're lacking specific skills.

To fix this, you'll need to research to figure out what qualifications are required for the job you're interested in. Then, make sure you have all of those qualifications before you apply.

***Tip:***

You might also want to consider taking some courses in related fields. Not only will it give you the kind of skills you can put in your resume, you may also gain a certificate that could bolster your credibility.

Another option is getting some experience in the field. Doing so could help you stand out from other candidates and increase your chances of getting hired. One great option is an internship, which is a three-month stint with a mentor to gain real work experience.

## **9) There Might Be No Obvious Mistakes**

Finally, it's important to remember that there might be no obvious mistakes in your job application. Sometimes, you just don't get selected for the next round.

There are several reasons why this might happen. Maybe the company received too many applications and had to make a tough decision. Or maybe there was another candidate who was a better fit for the job.

There's no way to know why you didn't get selected. But don't get too discouraged. Just keep applying for jobs, and eventually, you'll find one that's a good fit.

# Websites To Help You Get Jobs in Canada

It is important to know how to search for jobs and filter your search also.

As a foreigner, you must know the jobs you can apply for.

- **Richardson** – agricultural and food processing firm that sponsor foreigners Accessible via: <https://richardson.wd3.myworkdayjobs.com/>

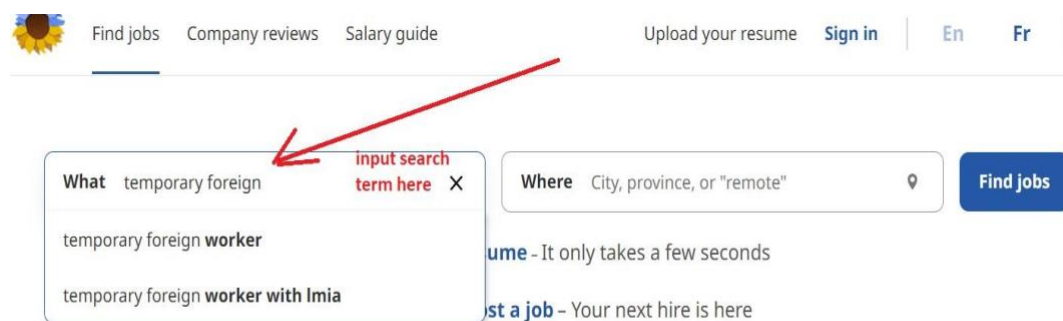
\*If the lock as in the image below is absent, you are on a fake website, run.

– Click on suitable Job opening, read the job details and follow the prompt to apply.

- **Indeed** – The biggest Job board in Canada. It also has sponsoring jobs listed. Accessible via: <https://ca.indeed.com/>

– To filter your search to sponsoring jobs, simply use any of these search terms ‘Temporary Foreign Worker’, ‘Global Talent Stream’, ‘Visa Sponsorship’, ‘Agriculture’ or ‘Farm Workers’

– This done, you’ll have a good list of jobs that are available to sponsor your LMIA. Find suitable ones, read the instructions carefully and apply to them.



Find jobs Company reviews Salary guide Upload your resume Sign in En Fr

What temporary foreign  input search term here X

temporary foreign worker

temporary foreign worker with lmia

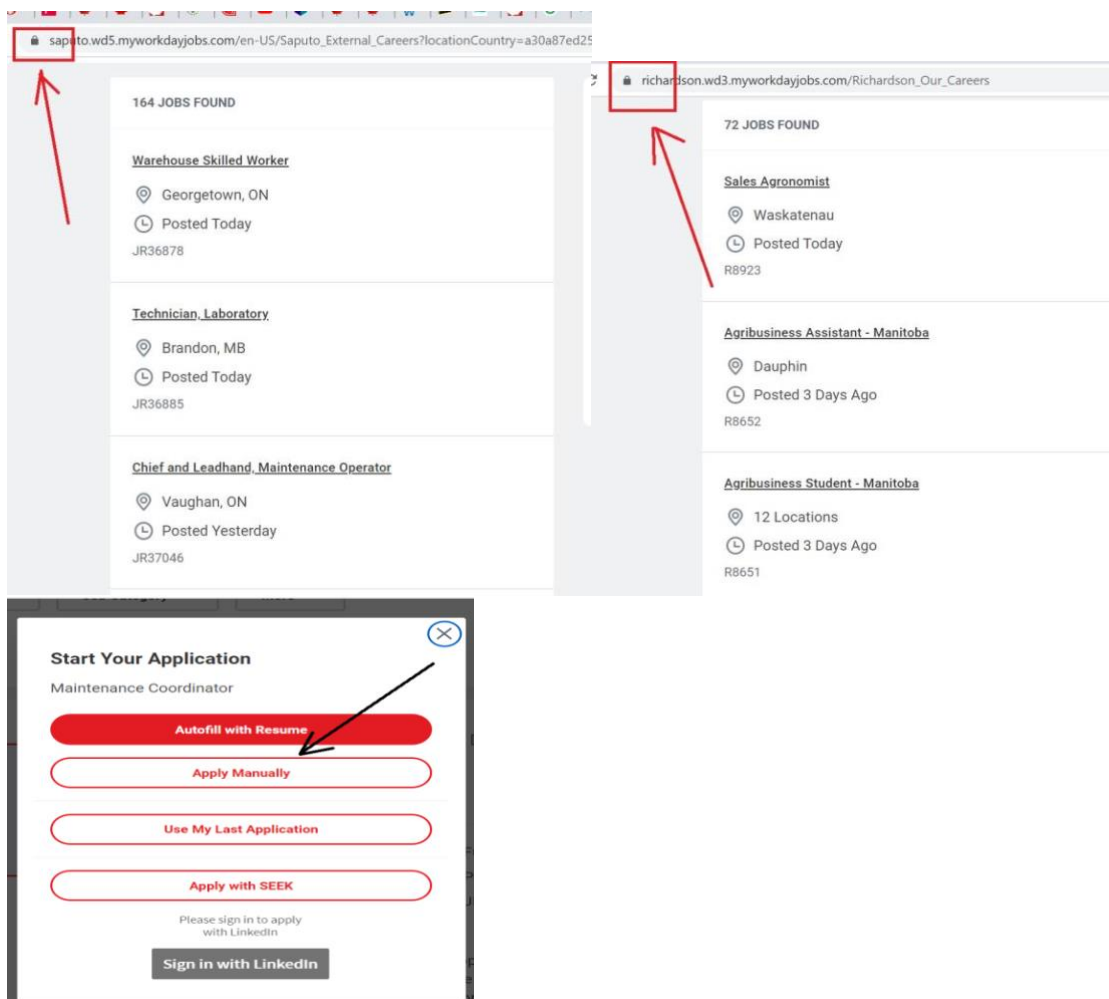
Where City, province, or "remote"

Find jobs

- **Saputo** - conglomerate dairy Product Company that sponsors foreign workers Accessible via: <https://saputo.wd5.myworkdayjobs.com/en-US/>

\*If the lock as in the image below is absent, you are on a fake website, run.

– Click on a suitable job opening, ensure to read the job details and then, click on ‘apply’. After which, apply using the manual option as in the arrow below (you can use other of the options too but this is preferred!)



– Fill the rest of the application questions correctly and submit. You can apply to more than one suitable job but ensure (i) you are matching your resume to each job role (ii) you supply a correct and active email as that's where you'll get feedback on your application.

- **MCCain** – agriculture and food processing company that sponsor foreigners Accessible via: <https://careers.mccain.com/se>

\*If the lock as in the image below is absent, you are on a fake website, run.



– Click on a suitable job, read the details and follow the prompt to apply. You can apply using LinkedIn or via the website itself.

- **Parrish & Heimbecker** – multi-interest firm that sponsor foreigners Accessible via: <https://parrishandheimbecker.com/>

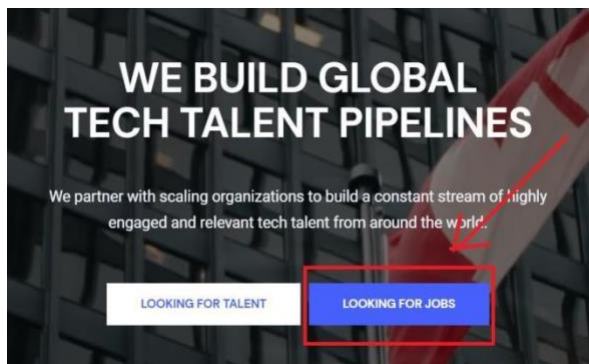
– Click on suitable Job opening, read the job details and follow the prompt to apply.



- **Global Skills Hub** – this is for techie guys. This company helps to place you in a tech role in a Canada establishment and also help with the relocation process

Accessible via: <https://www.globalskills.io/>

– From homepage, click on ‘looking for Jobs’ as in the image below



– You’ll be required to take a general interview test and a coding challenge. Upon passing this, you’ll have the opportunity to get matched with an employer that needs your skill.

Input your email as in the box below, install the suggested filtered extension and follow the prompts.


- **Vanhack** – this company also matches tech talent with Canada employer that’s willing to sponsor them while also helping with relocation process.

Accessible via: <https://vanhack.com/jobs>

– From the homepage, click on sign up, click on ‘I’m looking for a Job’ as pointed below

## Senior Software Engineering Technical Interview

This video provides you with a little more information about the role, culture at the company, and what's expected.



0:00 / 0:44

What you need to pay attention to:

This interview Includes **video question(s)**, and **code question(s)**.




Enter your email address to begin the interview. You will also receive a link via email to retrieve the interview in case you need to stop interviewing for any reason.

[START](#)

and then sign up by filling out the form or sign up with your Gmail account.

LOG IN [SIGN UP](#)

Create your account using your social media:

[Click to sign up with your gmail account](#)   

Or sign up with your email


First Name


Last Name

E-mail

LOG IN [SIGN UP](#)

Choose your goal!

 I'm looking for a job

 I want to hire tech talent

**WISHING YOU SUCCESS IN YOUR RELOCATION JOURNEY**