

## RECRUITMENT AND SELECTION

- Create Ideal Candidate Profile
- Identify labour pools
- Advertise opportunity
- Prescreen Candidates
- Short list Candidates
- Background screening of Candidates
- Qualifications assessment
- Interview Candidates
- Advise Client on final selection

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# HIRING A FOREIGN WORKER – THE PROCESS

## “THE PAPERWORK”

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### LABOUR MARKET OPINION (LMO)

- Assess LMO requirements
- Assess expedited LMO eligibility
- Complete and file LMO
- Liaise with Service Canada
- LMO exempt: arrange Offer of Employment and liaise with Temporary Foreign Worker Unit

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### TEMPORARY WORK PERMIT (TWP)

- Identify visa office and its specific requirements
- One-on-one guidance to complete and file application

**For more information  
about our Foreign  
Recruitment Program,  
please contact our office at  
[needtrades@bmrecruiting.com](mailto:needtrades@bmrecruiting.com)  
or 1-866-522-2636**

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### RELOCATION AND SETTLEMENT

- Pre-arrival needs assessment
- Provide comprehensive all inclusive settlement services
- Available to Candidate for questions or concerns throughout process