



Hiring Foreign Nationals & Inviting International Visitors

A Reference Guide

Work Permit Required, Labour Market Impact Assessment Required

Faculty

- Any foreign national appointed to a full-time Faculty position

Staff & Research Associates

- Any foreign national appointed to a Research Associate position
- Any foreign national appointed to a full time MaPS or AUPE staff position

Work Permit Required, Labour Market Impact Assessment Exempt

Faculty, Visiting Professors, Researchers & Postdoctoral Scholars

- American or Mexican citizens appointed to a full-time Faculty position (NAFTA Professionals)
- French-speaking foreign nationals appointed to a full-time Faculty position (Francophone Mobility Program)
- Visiting Professors (term of less than 2 years) who holds a permanent faculty position at another institution
- Guest Lecturers of more than 5 days and less than one academic term
- Research Award Recipients (award must be based on merit and academic excellence)
- Postdoctoral Associates, Postdoctoral Fellowship Holders, and Guest Postdoctoral Scholars

Staff

- American or Mexican citizens appointed to a full-time MaPS or AUPE staff position (NAFTA Professionals)
- French-speaking foreign nationals appointed to a full-time MaPS or AUPE staff position (Francophone Mobility Program)

Postgraduate Medical Education Trainees

- Medical graduates completing residency or medical fellowship training at U of C

Contact | pgme@ucalgary.ca

Visitor – No Work Permit Required

Foreign Faculty, Guest Speakers & Short-term Academic Researchers

- Foreign Faculty serving as external examiners or academic program reviewers
- Public/Guest Speakers of less than 5 days
- Short-term Academic Researchers (120 days)
- Short-term High Skilled Workers (15-30 days)
- Self-funded Academic Researchers
- Business Visitors

Study Permit Required

International Students Undergraduate and Graduate

- Any student enrolled at UCalgary for 6 months or more requires a Study Permit (undergraduate/ graduate/ visiting/exchange/ESL)
 - Full-time students with valid Study Permits are eligible to work unlimited hours on campus

Visiting Student Researchers Undergraduate and Graduate

✓ **Undergraduate students** must be enrolled in the Visiting Student Researcher Program

To enroll contact Enrolment Services: open.studies@ucalgary.ca

✓ **Graduate students** must be enrolled in the Visiting Student Researcher Program

To enroll contact Faculty of Graduate Studies: graduate@ucalgary.ca

❖ Once enrolled, Undergraduate and Graduate Students may contact **International Student Services**: international.advice@ucalgary.ca