



Proposal for Recruitment of Canadian Nurses

1. Recruit qualified **Canadian registered nurses** with the following qualifications:
 - Bachelor of Science in Nursing degree or Diploma in Nursing from accredited college/university in Canada
 - Minimum of three (3) years experience in acute care, rehabilitation or long- term care setting (or less, depending on hospital's minimum requirements)
 - Valid nursing license in Ontario, or in any other province in Canada
 - Eligibility to write **NCLEX-RN** exams, if they have not written these exams
 - Canadian Citizen for TN Visa or immigrant for Green Card

2. Initiate recruitment process when the following conditions are met:
 - Formal Contract is signed with interested health care facility
 - Work order outlining the facility's needs and main offer is received, identifying the following:
 - a. Total number of nurses required
 - b. Shifts to be filled
 - c. Clinical areas nurses are to be assigned
 - d. Range of salary: rates per hour, per month, per annum
 - e. Other main benefits offered to recruits: signing bonus, relocation/housing allowance, airfare, retention bonus, etc.

3. Interview Candidates when requested in writing by authorized representative of Employer; or

4. Arrange a schedule of interviews of Candidates by the Employer's representative(s) if Employer chooses to do the interviews