April 22, 2017

Visa and Immigration Section

Embassy of Canada

19 Dongzhimenwai Dajie,

Chaoyang, Beijing, 100600

Dear officer,

**Re: Application for Work Permit through LMIA stream & Temporary Resident Visa**

**Applicant: Xiaoyuan Hu DOB: Oct 17, 1978 UCI: 92470050**

Please be advised that I represent Ms. Xiaoyuan Hu with respect to the application of work permit through LMIA stream and Temporary Resident Visa.

Ms. Hu initially received a job offer supported by a positive LMIA and then applied work permit at the end of last year. However, she did not upload her evidence of language proficiency and therefore the application was refused. Her employer re-applied a LMIA and received a positive assessment again in April 2017.

Based on the documentation enclosed, Ms. Hu meets the requirements set out in s. 200(1) of the Immigration and Refugee Protection Regulations and therefore is an eligible applicant for work permit.

**1. Past 10 Years’ Work experience[[1]](#footnote-1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| From | To | Employer | City/Country | Position | NOC Level | Hours per week |
| 2014-05 | Present | Genesis Property | Beijing/China | Associate HR Director | 0 | 40 |
| 2010-08 | 2014-04 | Saatchi & Saatchi Great Wall Advertising Co., Ltd | Beijing/China | Associate HR Director | 0 | 40 |
| 2006-08 | 2010-08 | Hill and Knowlton (China) Public Relations Co., LTD | Beijing/China | HR Manager | 0 | 40 |

Ms. Hu is a senior HR manager, whose past professional career has demonstrated her eligibility to be a Staff Co-Coordinator, which offered by her prospect employer, Stitches Creation Inc. Part of her duties performed during the past 10 years’ job duties covered:[[2]](#footnote-2)

* Establish recruitment requirement, new employee qualifications
* Candidates screening and interviewing
* Manage negotiation and relocation of staff
* Monitor job offers, compensation practice, and maintain candidates pool, applicant logs
* Set up interview, inform, and provide feedback to applicants
* Develop and maintain efficient and effective procedures of recruitment
* ….

It is obviously that the performed duties meet the job requirements described in the Job Offer[[3]](#footnote-3).

**2. Education**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| From | To | Institution | City/Country | Degree/Diploma Held |
| 2010 | 2012 | China University of Political Science and Law | Beijing/China | Master |
| 1998 | 2002 | Shijiazhuang Economic University | Shijiazhuang/China | Bachelor |

Ms. Hu’s first degree was Bachelor of Human Resources Management, and her second degree is Master of Business Administration. Both degrees were granted in China, but Ms. Hu has done Educational Credential Assessment for her Master Degree, which is equal to Canada’s Master level.[[4]](#footnote-4) It is our opinion that Ms. Hu’s education background and her career are matching perfectly.

**3. Language Proficiency**

Ms. Hu’s English proficiency is CLB 5[[5]](#footnote-5). We did not find specific language criteria required by work permit application, but comparing to Express Entry Permanent Visa Application, CLB 5 meets the language requirement of B level occupation in Canadian experience Class[[6]](#footnote-6). Another comparable criteria is the Skilled Worker Stream of BC Provincial Nomination Program, which requires that “[f]or occupations classified under NOC Skill Levels B, C, and D, you must demonstrate English or French language proficiency at Canadian Language Benchmark (CLB) level 4.”[[7]](#footnote-7)

The job offered by the prospect employer is Staffing-Coordinator (NOC 1223), which is a B level position. So, Ms. Hu’s English proficiency is both qualified to meet the English requirements from federal and provincial level.

Moreover, Ms. Hu had worked for 4 years in two multinational companies during past 10 years. Her previous employer, Saatchi & Saatchi Great Wall Advertising Co., Ltd, is from France,[[8]](#footnote-8) and another one, Hill and Knowlton (China) Public Relations Co., LTD, is from UK[[9]](#footnote-9). So, she had successfully worked in English speaking environment for 4 years; therefore, it is reasonable to believe that she can work in the new company in Canada too[[10]](#footnote-10).

**5. Dual Intent**

The prospect employer would like to support the applicant for Permanent Resident application. The LMIA submitted was for supporting both work permit and permanent resident application. Therefore, the applicant will apply permanent visa when she works in Canada. However, before she becomes permanent resident of Canada, she will fully obey the requirements based on her temporary resident status, just like she did in last year that visited Canada and returned to her home country before the authorized status expiration.

**6. Conclusion**

In conclusion, the applicant is qualified to the job offered, and hiring of her will have positive impact on Canadian labour market. Therefore, it is our position that a work permit be issued to the applicant is in satisfaction of the R200(1).

Yours sincerely,

Xiangyang Zhang

ICCRC Member Id: R511623

1. Employment Record in Employment Reference Letter [↑](#footnote-ref-1)
2. Resume & Employer Reference Letter [↑](#footnote-ref-2)
3. Offer of Employment [↑](#footnote-ref-3)
4. Education Credential [↑](#footnote-ref-4)
5. IELTS Test Report in Letter of Explanation [↑](#footnote-ref-5)
6. http://www.cic.gc.ca/english/immigrate/skilled/language.asp [↑](#footnote-ref-6)
7. Page 10 at https://www.welcomebc.ca/getmedia/14a55c84-1301-4959-8a5d-888785a2ac2a/BC-PNP-Skills-Immigration-and-Express-Entry-BC-Program-Guide.aspx [↑](#footnote-ref-7)
8. http://saatchi.com/en-us/network/offices/ [↑](#footnote-ref-8)
9. http://www.hkstrategies.com/global/en/contact/ [↑](#footnote-ref-9)
10. Reference Letter from Current Employer & Emails in Letter of Explanation [↑](#footnote-ref-10)