

# Postdoctoral Fellowship Guidelines 2025



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# Preface

The Office of Research and Innovation welcomes Postdoctoral Research Fellows (PDFs) to UNBC. This Guide has been written to support and recognize both Postdoctoral Fellows and Supervising Faculty Members as valuable members of our research community. This guide is meant to initiate important conversations pertinent to developing a collegial working relationship and to clarify administrative requirements.

The **Postdoctoral Fellowship Wayfinding Tool (2025)** is a useful tool to help you navigate the process of bringing in a PDF to UNBC. Please read this guide before using the Wayfinding Tool.

In the event of a conflict between approved university policy and the guide, policy will take precedence. The Office of Research and Innovation will maintain this guide; any corrections, suggestions, or changes identified should be forwarded to the Office of Research and Innovation (subject: PDF Guide).

## Definition of a Postdoctoral Fellow

A **Postdoctoral Fellow (PDF)** is an individual who has completed a doctoral degree and is seeking the opportunity to train further in a particular area of research. A PDF is a member of a research group, or an individual researcher working under the general supervision of a faculty member and may assist with the supervision of graduate students.

A PDF could be funded by a research grant held by the supervising faculty or by an external competitive fellowship from National, Provincial or a foreign country agency. PDFs are, in essence, trainees. Considering the transitional nature of their status, postdoctoral fellowships are time limited.

A PDF could receive an additional appointment as a Part Time Instructor involved in undergraduate and/or graduate lecturing, laboratory instruction, tutorials and supervision of undergraduate projects if desired and available in their field of research.

## Criteria of a Postdoctoral Fellow

**An eligible PDF must meet the following criteria:**

1. Completed a doctoral degree within the past five years. \*
2. The appointment is preparatory for a full-time academic and/or research career.
3. The incumbent is not registered in another training program (e.g. clinical post graduate training).
4. The appointment is temporary.

Normally the appointment involves full time engagement in research and/or scholarship. The terms of the appointment may withstand deferment, in which case an agreement in writing is required.

*\*Exceptions will be considered where the research career has been interrupted by circumstances such as parental responsibilities or illness.*

*\*Eligibility is determined at the application stage by the **Office of Research**.*

# Appointment Procedures

## Faculty Recruitment of a Postdoctoral Fellow

A Faculty Member interested in recruiting a PDF may post the position description on the university website with support from Human Resources or in journals and discipline specific organizations' websites, and other professional sites suited to attract the best candidate in the field. However, advertising is not required for PDFs. From time-to-time faculty members are approached by a potential PDF to pursue a training opportunity. Please note there are no immigration restrictions regarding citizenship of the person holding a PDF.

When recruiting PDFs, faculty members are required to adhere to all appropriate. [UNBC Human Resources policies](#) and all relevant legislation, such as the [Human Rights Code](#) and [Labour Relations Code of British Columbia](#) and the Canada [Immigration and Refugee Protection Act](#). UNBC's employment equity goals will be considered when recruiting PDFs, and a working agreement for the PDF position, as described later in this guide, must be composed by the Supervising Faculty Member.

Most often a faculty member who has funding to support a PDF will conduct the selection process personally, or with other faculty members if there is joint funding for the position. Fellowships funded by external agencies are awarded by an adjudication process established by the external agency. In all cases, faculty members are encouraged to obtain letters of reference as well as following up with references either in person or by phone prior to offering a PDF appointment.

To apply the supervisor submits the **PDF Package** to the **Office of Research** [research@unbc.ca](mailto:research@unbc.ca)

### The PDF Package includes:

1. PDF [Intake Form](#)
2. Academic Services Costing [Worksheet](#)- 2025 Form available under **Research Personnel**
3. Candidate Curriculum Vitae
4. Candidate Proof of Education

The Office of Research and Innovation reviews the PDF Package for **three criteria**:

1. Eligibility Criteria (see above section regarding criteria)
2. Fund/Grant availability
3. [Sensitive Technology Research Areas](#)

will then forward the form to Human Resources. Information included in this form will be used to produce the Letter of Appointment, and to facilitate the PDFs access to UNBC resources.

## Postdoctoral Fellow Application

PDF job postings are found on the UNBC website under [Career Opportunities/staff-postings](#) as by the Human Resources Department. Only shortlisted candidates will be contacted by the faculty member recruiting a PDF.

## Letter of Appointment & Working Agreement

The successful candidate will receive a Letter of Appointment from the VP Research/designate. It is essential that the Supervising Faculty Member prepare a written working agreement for inclusion in the Letter of Appointment, ideally in communication with the PDF.

The working agreement will contain:

- position title; hours of work; duration of the appointment; terms of renewal
- amount and nature of the compensation, applicable benefits; vacation period
- the nature of the research to be undertaken and the **general confidentiality agreement statement**:  
*"A Postdoctoral Fellow is expected to maintain confidentiality of sensitive/proprietary information, programmes, and data that may be developed in their work or which they may have access to during the course of their appointment."*

The Letter of Appointment will contain any other applicable conditions or opportunities for the position that may apply, such as funding agency and health insurance requirements.

- **Acceptance of the appointment letter by the PDF must be in writing.**

A signed copy of the Letter of Appointment needs to be returned to the Office of the Vice President Research and Innovation confirming acceptance of the terms of the appointment. BY WHEN? Prior to the start date.

## Documentation Required

All PDFs must hold a formal appointment at UNBC, regardless of the funding source.

PDF appointments are for up to two-year terms, and **may be renewed**, upon satisfactory review and secured funding, for additional one-year terms. The maximum duration of a PDF appointment at UNBC is **5 years** in total.

In addition to the PDF Package, the following documentation will be requested by Human Resources **for all appointments**:

Copy of the Letter of Appointment signed by the PDF.

1. Copy of the Letter of Appointment signed by the PDF.
2. Proof of legal entitlement to perform work for UNBC, e.g. Proof of citizenship, permanent residency or valid work permit
3. Canadian Social Insurance Number (only if being paid through UNBC).

These forms facilitate the PDF's appointment information being entered into the university system, and is needed to process university identification, library access, and e-mail address.

For **unpaid appointments** where the Canadian Social Insurance Number (SIN) is not provided, a copy of one of the following:

1. A passport.
2. Birth certificate.
3. Citizenship card.

## Termination of Appointment

An appointment may be terminated at any time by the University for cause (a material breach to meet the specified service standards), in which case the Postdoctoral Fellow is not entitled to any further payments beyond those earned for services provided up to the date of the termination of the appointment. Early termination of the appointment may also occur if either party provides two months' notice in writing to the other party, or, in the case of the University, if it provides a payment in lieu of notice equivalent to the stipend that would have been earned over the course of the notice period.

# PDF's Career at UNBC

## PDF and Supervising Faculty Member

The Supervising Faculty Member is one of the most important links between the PDF and the university. The university expects that the Supervising Faculty Member/PDF relationship will be one of mutual respect and consideration. The policies and practices of the university are geared to equitable treatment of all appointees with a measure of consistency; however, written materials cannot cover every situation. The Supervising Faculty Member has some latitude and discretion in handling individual situations as they arise.

Besides the PDF, the Supervising Faculty Member is the person most responsible for the continuing development of the PDF. The university encourages individual growth, and the Supervising Faculty Member is in a good position to help determine what actions should be taken to ensure development within the university environment. The policy [Statement of Principles on the Treatment of PDFs](#) should be reviewed by both PDF and Supervising Faculty Members; a recapitulation of the primary responsibilities is provided here.

## Responsibilities of the PDF

Each PDF is responsible to their Faculty Supervisor for the satisfactory performance of the research activities specified in the Letter of Appointment; failure to perform satisfactorily constitutes cause for termination, irrespective of the source of funding. PDFs are required to adhere to all applicable university policies, some of which are described later in this guide.

The PDF is expected to read the UNBC [Intellectual Property Policy](#) and [General Research Ethics Policy](#) to facilitate a discussion with their supervisor about their role as a co-investigator and researcher. The supervisor can help identify and interpret the implications of these general policies to the field of study being pursued, reflecting the norms and codes of conduct appropriate to the discipline.

An agreement between the PDF and the Faculty Supervisor must be developed and documented about intellectual property and publication rights and responsibilities. The agreement should be discussed and agreed upon before the PDF assumes their responsibilities with the Faculty Member. This is required to avoid legal questions about duties, working hours, vacation time, etc. and ownership of research results.

PDFs may wish to obtain teaching experience and therefore may be involved in undergraduate and graduate lecturing, laboratory instruction, tutorials, supervision of undergraduate projects and mentorship of graduate students. Arrangements to participate in teaching should be made with the Faculty Supervisor, the Chair of the Program/Department and the Faculty Dean. Consultation with the Dean of the Faculty in which the PDF is housed is required if the PDF is to teach graduate students as the primary instructor. Teaching activity must be consistent with the relevant University Policies and Regulations and with agreements with UNBC employee groups.

PDFs do not have voting privileges with respect to University Level Governance or Elections. However, programs may make provision for participation of PDFs in Program Governance.

## Responsibilities of the Supervisor

When recruiting PDFs, faculty members are required to adhere to all appropriate UNBC Human Resources policies and all relevant legislation as described in the earlier section Faculty Recruitment of a PDF.

The Supervising Faculty Member prepares the written working agreement found in the Letter of Appointment that provides the PDF with an outline of the position's duties and responsibilities. It is the responsibility of the Faculty Supervisor to develop and document a clear agreement with the PDF about intellectual property and publication rights and responsibilities, at the start of the appointment, which must conform to UNBC policies on intellectual property.

The PDF's orientation to the program and Faculty are the responsibility of the Faculty Supervisor, program Chair and/or Dean. Office and/or lab space for the PDF to work in must be initiated by the supervisor through use of the [Space Allocation Request Form](#). The PDF's orientation to the work site, and information about performance expectations, standards for work, safety procedures and ethical/scholarly integrity issues are the responsibility of the grant-holder or Faculty Supervisor. It is the responsibility of the Faculty Supervisor to make the PDF aware of the university services and facilities available to PDFs, some of which are described at the end of this guide.

- PDFs are encouraged to attend orientation for UNBC graduate students when scheduled.

PDFs and their Supervising Faculty Member must identify appropriate professional growth and career advancement goals and meet regularly to assess progress to ensure that goals are being achieved during the appointment at UNBC. Faculty members working in team environments are encouraged to select PDFs who will contribute to their research team, and in turn, the research team will be able to provide the support and resources needed for the PDF to contribute to their field of interest through publications, professional presentations, and teaching/mentoring the activities of junior researchers and graduate students. Performance Reviews will be provided to the PDF in a timely manner by the Supervising Faculty Member, and both should keep a record for future purposes (e.g. reference material for letters of support and reference, job interviews, etc.).

If the Supervising Faculty Member plans to be on sabbatical leave during their PDFs appointment, it is up to the Supervising Faculty Member to arrange communication and mentoring options for the PDF, as well as on-campus signing authority during their absence. These arrangements should be communicated by the Supervising Faculty Member to both the PDF and the program/department Chair prior to the sabbatical leave.



## Orientation

The Supervising Faculty Member, Program/Department Chair and Dean are responsible for orienting PDFs to the Program/Department and Faculty. Program/Department or Faculty administrators prepare written materials about services, procedures and standards in the Program/Department and Faculty, and useful contacts at UNBC. Viewing the [Web Req](#) and [IT Support](#) interfaces is helpful for people new to UNBC.

The Supervising Faculty Member is responsible for orientation to the worksite, completion of the Safety Checklist and for providing information about performance expectations, standards for hours of work, additional safety procedures and ethical/scholarly integrity issues.

PDFs are generally regarded as advanced research trainees and are treated accordingly in such matters as department communications, social interaction and consultation about matters affecting them. To aid the PDF's transition from graduate student to junior colleague, their participation in department meetings and collegial activities should be encouraged as appropriate.

## Renewal

PDF appointments at UNBC can be renewed **one year at a time**, depending on funding and field of study up to 3 years. With appropriate written approval, appointments may be extended for a further two one-year terms (i.e. up to a maximum of 5 years in total).

Supervising faculty members should give reasonable notice (2 months minimum) to a PDF on their intention to renew or not to renew an appointment. Renewals must be confirmed in writing using the Postdoctoral Fellow Intake Form, **complete with the PDF signature accepting the renewal**. If the terms and conditions for the renewal have changed significantly (change in wage, benefits or hours worked) from the previous appointment, a new Letter of Appointment will be sent from the VP Research or designate to the PDF and should be signed and returned by the PDF to the Office of Research and Innovation confirming acceptance of the new terms of appointment. Please review the list provided earlier in this guide of the documentation required for an appointment at UNBC.

For foreign academics, a copy of the work permit and valid Social Insurance Number (if being paid through UNBC) that covers the additional term being offered should be obtained. Proof of application for work permit extension, and SIN extension prior to their expiration date, allows the individual to continue working while the extension is processed by Canadian Immigration and Citizenship. A copy of the renewed permit and SIN must be received by Human Resources when available. It may require several months' notice to renew.

## Conflict Resolution

The best way to handle a problem between a Postdoctoral Fellow and their Supervising Faculty Member is to identify it when it first arises and collaborate on finding a solution. Unresolved problems may be brought to the attention of the Chair of the Program/Department, who may act as an Ombudsperson in any dispute of a serious nature where a neutral third party may be required. The Office of Research and Innovation and Faculty Dean's office can also be contacted at any time for assistance.

## Respectful Work Environment

The University recognizes the right of employees to work in an environment free from harassment and discrimination. The University's [policy on discrimination and harassment](#) addresses problems arising from grounds prohibited from discrimination under the Human Rights Code of British Columbia. The prohibited grounds of discrimination include age, ancestry, colour, family status, marital status, physical or mental disability, place of origin, political belief, race, religion, sex, sexual orientation and criminal conviction unrelated to employment. If there are any concerns related to discrimination or harassment, please bring them to the attention of the Supervising Faculty Member or the Department Chair or Faculty Dean if the issue is related to the Supervising Faculty Member.

## UNBC'S Policies and Procedures

PDFs are required to adhere to all applicable University Policies; therefore, it is important to review the UNCB [Policy and Procedures](#) that guide certain aspects of research related work. Listed below are some of the policies and guides that may be applicable to a PDF at UNBC:

- [Postdoctoral Fellowship Guidelines](#)
- [Postdoctoral Fellowship Wayfinding Tool](#)
- [UNBC Research Guide](#)
- [Relevant Research Ethics](#)
- [Standards of Conduct](#)
- Patents and Licensing ([Intellectual Property Policy](#))
- [Conflict of Interest](#)
- [Purchasing](#)
- [Travel Authorization, Reimbursement](#)
- [Hiring Equity](#)
- [Discrimination and Harassment](#)
- [Sexual Violence and Misconduct Policy](#)
- [University Safety](#)

[The Reporting of Accidents and Hazardous Conditions](#) please see the Safety and Risk Management webpage for up-to-date information on Field Safety, laboratory safety, Workplace Hazardous Materials Information System (WHMIS), mandatory and optional laboratory training courses.

Supervising Faculty Members are responsible for ensuring that PDFs are made aware of policies and other governing documents of the university, especially safety policies and procedures as required.

A PDF should not hesitate to approach the supervisor if any issue needs clarification.

## Resignation

PDFs who wish to leave their position prior to the appointment end date should provide two months' notice to their Supervising Faculty Member in writing. The notice period may be waived by the Supervising Faculty Member. The PDF and the Supervising Faculty Member should work to ensure a smooth transition for both. The Supervising Faculty Member must work with their Program/Department administration to inform Human Resources (accompanied with a copy of the resignation letter) and collaborating departments.

## Offboarding Your PDF

ITS will send an email notification to the supervisor prior to expiration of PDF email account. There are instances where it will be beneficial for the PDF to retain access to their UNBC email. A supervisor can request an email extension of up to 12 months **by replying to the ITS notification**.

## Research

The experience of each PDF varies throughout the university and is influenced by such factors as the academic discipline, the needs and obligations of the Supervising Faculty Member, and the culture of the assigned lab or research unit. PDFs are encouraged to take ownership of their experience, within the bounds of common sense and University Policy, much as one would with any postgraduate career.

Universally accepted standards of academic achievement typically include publication of research in peer-reviewed academic journals, or books (e.g. Monographs, essay collections, etc.) and/or the advancement of intellectual property through patenting or licensing. It is expected that PDFs will be appropriately recognized for their contributions to publications, patents and other products of research.



It is the responsibility of the Supervising Faculty Member to develop a clear understanding of rights and obligations regarding [Intellectual Property](#) (Research, Patents and Conflict of Interest) with the PDF at the beginning of the PDF's appointment. When publishing research that was conducted at UNBC, acknowledgement of the institutions' support is expected.

PDFs are frequently involved in the preparation of proposals for research grants and in other forms of acquiring research support. The degree of involvement in these processes by the PDF, and the level of supervision offered by the Supervising Faculty Member, varies widely. Beyond the support offered by the Supervising Faculty Member and Department/Faculty, additional support and information about available research funding is available from the Office of Research and Innovation.

Professional development courses and workshops are regularly offered through the [Centre for Teaching, Learning and Technology](#) and through other avenues, including participation in graduate student programs on leadership, supervision, and peer coaching. PDFs are encouraged to participate in any courses of interest from faculty, staff and graduate student offerings. Professional development in grant proposal writing is offered annually through the Office of Research and Innovation.

## Teaching

It is recognized that PDFs are an intellectual resource in the University and that both undergraduate and graduate programs benefit from their participation. PDFs may be involved in limited undergraduate and graduate lecturing, laboratory instruction, tutorials, supervision of undergraduate projects, and **mentorship of graduate students**.

It is recognized that PDFs may wish to obtain teaching experience. PDFs should discuss their desire to participate in the teaching activities of the department with their Supervising Faculty Member and with the Program/Department Chair. In cases of formal assignment of teaching duties, the Program/Department Chair will arrange an additional appointment as a Part Time Instructor. In advance of making this type of appointment, Chairs should be aware of any granting agency restrictions on the amount of teaching that can be assigned to the PDF.

Foreign PDFs that are not employed by the university will need a valid work permit and Social Insurance Number before the appointment can be completed.

## Benefits and Leaves

### Health and Welfare Benefits

#### **Postdoctoral Fellows Receiving Employee Earnings from UNBC Funding Sources (PDF1) OR From External Funding Sources, But Administered by UNBC (Previously PDF2; Now PDF1)**

A PDF receiving earnings from UNBC funding sources is an employee of the University and receives statutory benefits. Mandatory employer statutory benefit costs are provided from the Supervising Faculty Member's grant/trust funds to cover compulsory benefit costs which include:

- [Canada Pension Plan \(CPP\)](#)
- [Employment Insurance \(EI\)](#)
- [WorkSafe BC \(WCB\)](#)

If the Letter of Appointment states that additional benefits are available, the PDF will be contacted by Human Resources when their appointment begins. Group benefits are contingent on part-time/full-time equivalency of the employment position, length of appointed term, and initial negotiation with the Supervising Faculty Member. Benefits may include Extended Health, Dental and the Employee and Family Assistance Program. Further details are available through the Human Resources Department's [Employee Benefits](#) webpage.

Any earnings received while at UNBC are considered Canadian income and are subject to statutory deductions for Canadian Pension Plan, and Employment Insurance and Canadian Income Taxes, unless otherwise indicated by Canada Revenue Agency (CRA) in writing prior to arrival in the country. Canadian Income Tax will be deducted from

each paycheque, and a T4 statement of remuneration will be issued by UNBC Finance by February 28 following the taxation year.

A PDF who has been awarded a competitive fellowship from an external granting agency and those funds will be administered through UNBC.

- Receive income every two weeks, with Canadian Income Tax deducted.
- A T4A will be issued by UNBC Finance by February 28 following the taxation year.

Individual is not automatically covered by the Workers Compensation Act, and will need to contact the [Workers Compensation Board](#) about access to [Personal Optional protection](#).

### **Postdoctoral Fellows Receiving Employee Earnings from External Funding (PDF3)**

- A PDF who has earnings from an external funding source and self-administers those funds:
- Receive bulk income twice a year, (frequency will vary by funding source and may require application for payment). Individual must:
- be diligent in budgeting personal living expenses over long periods.
- set aside funds to pay Annual Income Taxes.
- Individual is not automatically covered by the Workers Compensation Act, and will need to contact [Worker Compensation Board](#) about access to [Personal Optional Protection](#).

A PDF receiving earnings directly from external funding sources is not eligible for benefits through UNBC and is encouraged to make private arrangements for benefit plans and insurance coverage. The university wishes to include all PDFs in the health benefits and is actively working on this with their benefits provider (September 2014). This guide will be updated as progress is made.

Any earnings received while at UNBC are considered Canadian income, and are subject to Canadian Income Taxes, unless otherwise indicated by Canada Revenue Agency (CRA) in writing prior to arrival in the country.

## **Medical Services Plan**

All British Columbia residents are required to have basic medical coverage through the [BC Medical Services Plan](#) (MSP). For PDFs who are employees of UNBC, and are eligible for health benefits, arrangements for MSP coverage will be made through the Human Resources Department. PDFs who are not employees of the university must apply for coverage directly from MSP upon arrival in BC. There is a three-calendar-month residency waiting period prior to enrollment with MSP. PDFs are strongly encouraged to have arranged for private medical coverage prior to their and their family's arrival to B.C. Private medical coverage for the waiting period can be purchased through various private insurance providers.

International PDFs holding work permits for six months or more are eligible to apply for Health Insurance BC. There is a 3-month waiting period for Health Insurance BC which means the applicant must have coverage in place with a provider of their choice. The work permit end date dictates the same Health Insurance BC coverage expiration date. PDFs with work permits for less than six months are required to purchase private health coverage for the duration of their stay through the private insurance provider of their choice.

## **Vacation Entitlement**

A PDF is entitled to annual vacation time during their appointment and must negotiate the vacation time with the supervisor. This is normally two weeks of vacation provided for a one-year appointment. If there is a reappointment of a second or third year, annual entitlement is recommended to increase to three weeks of vacation.

# Information Specific to International PDF's

## Immigration Process

International PDFs are required to obtain a temporary work permit to be employed or hold a trainee position at UNBC. The steps outlined below provide details on obtaining a temporary work permit and Social Insurance Number. The steps are broken down into the following sections: "Before Arrival", "After Arrival" and "Extension of a Temporary Work Permit and Social Insurance Number."

### Before Arrival

Once the PDF has been selected to hold a position at UNBC, their supervisor will start the process to obtain the necessary authorization to work in Canada by contacting the Office of International Education. Once the Supervisor has provided the information needed (top section of the PDF Intake Form) the International Education Office will draft the Letter of Invitation for the Supervisors review. Once there has been confirmation of any changes required, the International Education Office will send the letter to the PDF, Supervisor, Program Chair, and Director of International Education.

Foreign nationals requiring work permits that are Labour Market Impact Assessment (LMIA) exempt cannot apply for their temporary work permit until the Offer of Employment Form (IMM5802) is submitted, and the compliance fee paid. A receipt number will be issued by Citizenship and Immigration Canada (CIC), and it is this number that is needed for the work permit application. The funds to cover this expense are the responsibility of the Supervisor. The fee is a Tri-Council payable expense to the extent the position is occupied in Tri-Council work (please check with funding agencies for further details). [Citizenship and Immigration Canada](#) (CIC) rules and requirements must be followed, please refer to [the \(CIC\) website](#) for further information. (CIC was renamed IRCC in 2015 but both terms are accurate)

Refer to Citizenship & Immigration Canada's website on [Working Temporarily in Canada](#) on how to apply for a temporary work permit. A fee is charged for the application of the work permit and, depending on the immigration office, it may take several days, weeks or months to process the application. Individuals are advised to review the [processing time](#) website to ascertain processing times and required documentation.

If a PDF will hold an unpaid appointment at UNBC, or will be receiving fellowship funding directly, an application for a work permit must still be made. A work permit of at least six months in duration is required to be eligible for medical coverage under the BC Medical Services Plan.

When the temporary work permit is approved, the Canadian Immigration Office will issue a letter approving the issuance of a work permit. The work permit will be issued at the border. Travel and moving arrangements can be finalized at this point.

In addition to a work permit, the Citizenship and Immigration Canada office may also require:

- 1. Temporary Resident Visa:** In addition to the temporary work permit, citizens of some countries and territories will also require a temporary resident visa (TRV). If a TRV is required, it is not necessary to make a separate application; the immigration officer will issue the TRV at the same time as the approval for a work permit. A list of countries and territories whose citizens need a TRV can be found on [CIC website](#). If you are planning to travel outside of Canada while at UNBC, please ensure that you notify CIC at the time of application to ensure that, if eligible, a multiple entry visa is obtained.
- 2. Biometric Data Requirements:** Citizenship & Immigration Canada also requires citizens of certain countries to supply biometric data to enter Canada. Please refer to the [CIC website](#) for a list of countries whose citizens will be required to provide this data, and what is specifically required. Note that there is a fee per person associated with this requirement. Families applying together for a visitor visa will pay a maximum biometric fee.

A temporary (closed) work permit will normally be issued for the dates outlined in the letter of invitation and will be for UNBC only. However, there are other factors, such as passport expiry date, which the immigration officer will take into consideration when issuing a work permit.

For information regarding accompanying spouses and children please refer to the [CIC website](#) for details.

*\*To align with Ministry terminology while respecting commonly used language in academia and industry, this document uses the term Foreign Student interchangeably with International Student.*

## After Arrival

After arrival, new PDF employees must apply in person for a Social Insurance Number (SIN) at a Service Canada office<sup>1</sup>. Upon receipt of the SIN card, a copy of this and the temporary work permit must be supplied to the Office of Human Resources at UNBC.

<sup>1</sup> The Prince George Service Canada Center is at 1363 4th Avenue.

Please note that you are not allowed to begin working until the effective date of your work permit; for example, if you were hired effective July 1 but your work permit is not effective until August 15, your start date will now be August 15th.

## Extension of a Temporary Work Permit and Social Insurance Number

PDFs employed at UNBC on a work permit must apply to extend their work permit and SIN if their appointment is to continue beyond the expiry of their current work permit. It is important to begin the dual extension processes for a work permit and SIN well in advance of the expiry date. Please refer to the [Extension of your Work Permit](#) on CIC's webpage for important details on timing, and contact a Service Canada office for information on extending the SIN.

# Campus Resources

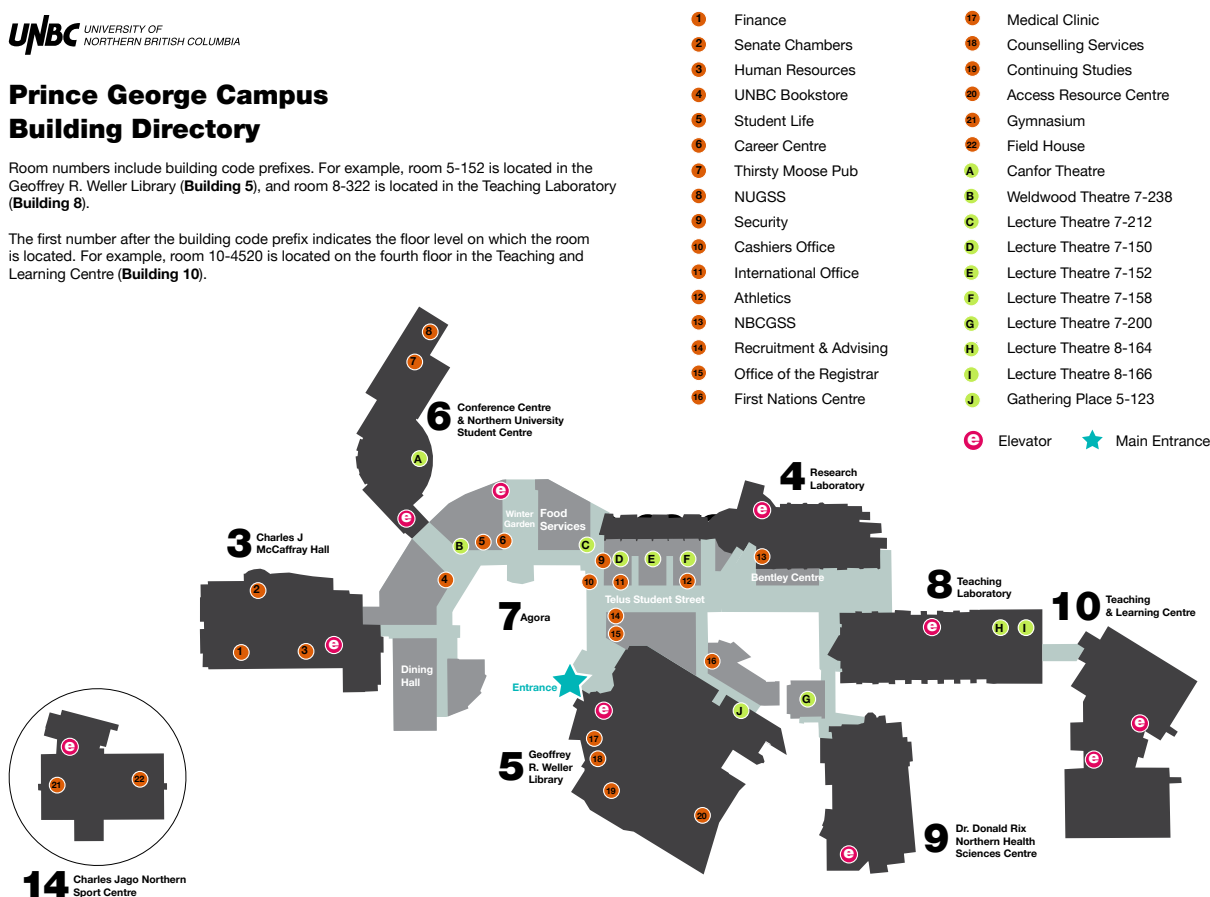
## UNBC Campus Maps



### Prince George Campus Building Directory

Room numbers include building code prefixes. For example, room 5-152 is located in the Geoffrey R. Weller Library (Building 5), and room 8-322 is located in the Teaching Laboratory (Building 8).

The first number after the building code prefix indicates the floor level on which the room is located. For example, room 10-4520 is located on the fourth floor in the Teaching and Learning Centre (Building 10).



Updated September 2021

## UNBC ID Card and Identification Number

The UNBC ID card and identification number is required for access to university services and security purposes. After the PDF Intake Form processing has been completed, the ID number is generated, and the position information is disseminated to the PDF's supervisor and relevant university departments through e-mail. It is this ID number that is referenced for the UNBC picture ID card to be produced at the Cashier Window (across from Security) nearby Recruitment and Advising on Student Street.

## E-Mail and Computer Account Access

To obtain e-mail and computer account access (once you have your ID number), connect to the [UNBC Login Centre](#). Activate your account under "Account Information," connect to either employee or student Online Services (both bring you to the UNBC Online Services User login). Once connected, go to the Account and Personal Information tab, and:

- View your email address;
- Confirm your physical address and phone numbers;
- Confirm emergency contacts;
- Change your PIN from the default birthdate used for the initial login; and
- Change your password and enter a security question for computer login.

If you need help with this process please contact Information Technology (IT) Help Desk (phone: 250-960-5321, email: [support@unbc.ca](mailto:support@unbc.ca) room: LAB8-265).

The Supervising Faculty Member must determine what university drives and directories the PDF will need in association with their work. The specified access request should be made through the [IT Support System](#) by the Supervising Faculty Member. Requests are "triaged" through the [support@unbc.ca](mailto:support@unbc.ca) e-mail, and forwarded on to the appropriate Systems Administrator. If a time extension is required for the PDF's e-mail account past their term at UNBC, the Supervising Faculty Member must make a request using the same process (to facilitate completion of collaborative publications and analysis).

## Library

### [Geoffrey R. Weller Library](#)

The library account (both on-site and remote) is by going to the library with your UNBC ID card. The library will need your Prince George address, phone number, and university e-mail address to complete the account setup.

## Keys

The Facilities Department has the [Key & Access Device Request Form](#). Once the form is filled out with the building and room numbers needed, and the authorizing signature is complete, bring the form to the Facilities Department and you will be contacted once your request is fulfilled. It is important to also request building keys and fobs if regular access during evenings and weekends is needed.

## Information Technology Services (ITS)

[ITS](#) is responsible for the [IT Service Desk](#), application services, phone setup, system administration, network, server operation and maintenance, media services, IT security. Call 250- 960-5321 or email [support@unbc.ca](mailto:support@unbc.ca)

## Contracts and Supply Chain Management

Any materials, supplies, equipment and services required by UNBC faculty, staff and researchers are obtained through this department. [Travel Bookings](#) are managed through a single travel agent; for more information go to [unbc.ca/purchasing/travel-bookings](http://unbc.ca/purchasing/travel-bookings). Working within the federal and provincial government regulations, as well as the University's Purchasing Policies and Procedures all goods or services may be purchased using one of four methods: petty cash for purchases under \$50.00; UNBC procurement MasterCard; Authorized UNBC purchase order number available only from Contracts and Supply Chain Management, prior to placing an order; authorized UNBC service contract available only from Contracts and Supply Chain Management.

Please read the policies for both travel and purchasing as the information will help when the need arises. For an overview of the department's responsibilities, services and support please go to [unbc.ca/purchasing](http://unbc.ca/purchasing).

## Centre for Teaching, Learning and Technology

The [Centre for Teaching, Learning and Technology](#) (CTLT) is committed to supporting the teaching and learning community at UNBC. The centre is dedicated to helping faculty, staff, PDFs and graduate students in achieving their goal of delivering the best possible learning experience for students. It is also committed to facilitating and encouraging the development of teaching excellence.

The Centre offers a range of programs and services designed to enhance the practice and scholarship of teaching and learning at UNBC. Support is provided in areas including e-learning issues; online course design and technical mentoring; face to face faculty and graduate student's professional development programs, workshops and conferences; and career mentoring for faculty as teachers.

## The Charles Jago Northern Sport Centre

This four-season fitness, sport and recreation facility was built through a partnership forged between the City of Prince George and UNBC to support sport, education and the community. The centre is home to the Varsity Basketball and Soccer teams, and the Northern Health Hub for various user groups, teams, companies and individuals of all ages. Some of the facilities include an indoor soccer/football field for training (also rugby, ultimate Frisbee, lacrosse, field hockey, and baseball), three full size basketball courts, fitness and conditioning rooms, squash courts, indoor track and training zones. For more information on classes, teams and costs visit the [NSC webpage](#).

## Information on Campus Life, Mailing Lists, Events and Personal Support Services

Look on the UNBC webpage for [Services](#) and [Campus Life](#). There are many clubs, teams, programs and events to incorporate individuals' interests into their daily lives at UNBC. To be informed of campus activities, subscribe to some of the [public mailing lists](#) that are of personal and departmental interest.

## UNBC Security Services

[UNBC Security Services](#) are located west of the main library entrance in the Agora.

### Emergency Contacts

| Contact         | Non-Emergency | Emergency                  |
|-----------------|---------------|----------------------------|
| Security Office | 250-960-7058  | Local 3333 (internal only) |
| First Aid       | 250-960-7058  | Local 3333 (internal only) |
| RCMP            | 250-561-3300  | 911                        |
| Fire Department | 250-561-7664  | 911                        |
| Ambulance       | 250-562-7241  | 911                        |

## Off-Campus Resources

**Emergencies: Phone 9-1-1 connect you to the police, fire and ambulance services**

### Health Services

#### University Hospital of Northern British Columbia

250-565-2000

1475 Edmonton Street, Prince George

#### Prince George Urgent and Primary Care Centre

250-645-6900

143, 1600-15th Avenue (Parkwood Place), Prince George

Monday to Friday: 1 pm to 9 pm

Saturday: 9 am to 7 pm

Sundays and Holidays: 10 am to 7 pm



### **Salveo Medical Clinic (Urgent Care and Walk-In Clinic)**

250-614-0007

2155 Ferry Avenue (main floor inside Superstore), Prince George

Monday – Friday 8:00am to 7:00pm

Saturday, Sunday & most Holidays 9:00am-3:00pm

**Walk-in fees may apply for people without BC Health Insurance coverage.**

Physicians taking new patients in Prince George listed (phone 250-565-2237) or [College of Physicians and Surgeons of British Columbia Online](#) list.

**Healthlink BC:** phone 8-1-1 which will connect you with a nurse, pharmacist, dietician, smoking cessation and more. These calls are meant to help trouble shoot your health issue and guide you in seeking appropriate help.

## **Transportation**

### **Driving**

Driver's licenses in BC can only be obtained from the Insurance Corporation of British Columbia (ICBC). Information about bringing your vehicle to BC is also available on the ICBC website. A BC driver's license is required within 90 days from arrival to legally drive in the Province of BC. Obtaining a BC driver's license may require a road test depending on where you are arriving from. To find out the specific requirements please visit [ICBC's page on moving to BC](#).

### **Parking**

Pay Parking is available at both the [University and Northern Sports Centre on campus](#). The city of Prince George provides a mixture of free and pay parking throughout the surrounding community.

### **Cycling**

Covered bicycle shelters are located throughout campus (there are two shower locations available on campus). The public buses are equipped to carry two bicycles for those wishing to have a combined transportation option.

### **Hiking, Cross-country skiing, Snowshoeing, Equestrian Trails**

A [trail network](#) serves people coming to campus from all directions, in all seasons.

### **Public Transportation**

Prince George is served by [BC Transit](#) and has an extensive service area with increased frequency of service during the academic year. Single fares, sets of 10 tickets, day, monthly passes (that are tax deductible) are available at many locations in town, as well as at the UNBC Bookstore.

## **Recreation Opportunities**

The City of [Prince George Recreation and Activities](#) website gives a complete listing of all Community Association programs, clubs and groups, public swim and swim lesson schedules, special events, parks information and more. [Tourism Prince George](#) has an extensive website listing upcoming events, activities and opportunities for everyone at every stage in life.

## **Acknowledgements**

This guide draws from the University of Windsor, "Policies and Procedures For Post-Doctoral Fellowship", Office of the Provost and Vice-President, Academic, November 2010 and from the University of British Columbia "A Guide for Postdoctoral Fellows", August 2013. **This guide was updated February 2025.**

# Glossary

**Academic Supervisor** A faculty member who oversees and mentors a postdoctoral fellow during their research appointment.

**Academic Services Costing [Worksheet](#)** - 2025 Form available under **Research Personnel** heading

**Citizenship and Immigration Canada ([CIC](#))**, renamed IRCC (Immigration, Refugees and Citizenship Canada) in 2015.

**(Closed) Work Permit** An [employer-specific work permit](#) type of work permit that restricts the holder to a specific employer and position in Canada, often required for international postdoctoral fellows.

**Fund/Grant** Financial source (money) designated for a research enterprise, such as the payment of a postdoctoral fellow.

**[Human Resources](#)** UNBC unit responsible for Employment onboarding and support.

**Immigration, Refugees and Citizenship Canada ([IRCC](#))** The federal department responsible for immigration policies, including work permits and visas for international postdoctoral fellows (previously CIC).

**Labour Market Impact Assessment ([LMIA](#))** A document that some Canadian employers must obtain before hiring a foreign worker, proving that hiring the worker will not negatively impact the Canadian labor market. Postdoctoral fellowships are often exempt from LMIA requirements.

**Letter of Appointment** An official document issued by an institution confirming the postdoctoral fellow's appointment, including terms such as duration, salary, and responsibilities.

**Medical Services Plan ([MSP](#))** The public health insurance plan in British Columbia that provides essential medical coverage; international postdoctoral fellows must apply for MSP upon arrival.

**[Office of Research and Innovation](#)** UNBC unit responsible for vetting postdoctoral fellowships.

**(Open) Work Permit** A type of work permit that allows the holder to [work for any employer](#) in Canada but is less commonly issued to postdoctoral fellows.

**PDF Intake [Form](#)** Fillable PDF with postdoc fellowship details including academic supervisor, postdoc fellow, research parameters, and funding.

**PDF Package Application** Documents required for PDF consideration including: the PDF intake [form](#), Academic Services Costing [Worksheet](#) (p. 7), Candidate Curriculum Vitae, and Candidate Proof of Education (transcripts)

**Postdoctoral Fellowship** A temporary research position undertaken after completing a doctoral degree, intended to provide additional training and experience in a specific field of study.

**Principal Investigator (PI)** The lead researcher responsible for the management and execution of a research project, often supervising postdoctoral fellows.

**Renewal Process** The procedure by which postdoctoral appointments, work permits, and health coverage may be extended beyond the initial term.

**Research Ethics Board ([REB](#))** A committee that reviews research proposals to ensure they meet ethical standards, particularly in studies involving human subjects.

**Sensitive Technology Research ([STR](#))** Advanced and emerging technologies that are important to Canadian research and development, but may also be of interest to foreign state, state-sponsored, and non-state actors, seeking to misappropriate Canada's technological advantages to our detriment.

**Social Insurance Number ([SIN card](#))** A nine-digit number required for postdoctoral fellows working in Canada, used for tax and employment purposes.

**Temporary Foreign Worker Program ([TFWP](#))** A Canadian immigration program that allows employers to hire foreign nationals for specific positions, sometimes including postdoctoral fellows.

