XIPHIAS Immigration

COUNTRY BROCHURE



CORPORATE MOBILITY | COUNTRY GUIDE

Canada Corporate Mobility

Expand into Canada — corporate pathways to set up offices, transfer trusted teams, and build a local presence.

PROGRAMMES	CAPITAL	CURRENCY	LANGUAGE
1	Ottawa	CAD	English & French

XIPHIAS Immigration DMCC
www.xiphiasimmigration.ae

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+971 52 727 5101 | dubai@xiphiasimmigration.com

Canada at a glance

CAPITAL **Ottawa**	POPULATION **40,400,000**
LANGUAGE **English & French**	CURRENCY **CAD**
TIME ZONE **UTC-3.5 to UTC-8**	CLIMATE **Varies by region**
PROGRAMMES WE ADVISE ON **1**	LAST UPDATED **1 October 2026**

Overview

Canada ranks among the world’s most developed and peaceful nations, offering a strong economy, multicultural society, and progressive immigration system. Known for its high quality of life, world-class education, and healthcare, Canada attracts global businesses seeking stability and growth. Stretching from the Atlantic to the Pacific and Arctic Oceans, the country combines natural beauty with strong trade, innovation, and business opportunities.

Key points

- Stable economy with strong trade and innovation opportunities.
- High living standards with quality education and healthcare.
- Business-friendly immigration through LMIA-exempt ICT transfers.

Programmes in Canada



Canada — Intra-Company Transfer (ICT) Work Permit

Transfer trusted team members to your Canadian office — executives, managers, and specialized staff via the ICT work permit.

3 months

How the application works

1. **Check eligibility — confirm role and experience meet Canada ICT criteria.**
2. **Prepare transfer file — include corporate links, finances, and business plan.**
3. **Submit Employer Portal offer — under the International Mobility Program (IMP).**
4. **Apply online — upload job details, passport, and required company documents.**
5. **Complete biometrics and medicals if requested by IRCC.**
6. **Await decision — receive Letter of Introduction and activate permit on arrival.**

General requirements

- 1+ year full-time employment with the foreign company in the last 3 years.
- Role in Canada must be executive, managerial, or specialized knowledge.
- Show valid company link — parent, branch, subsidiary, or affiliate.
- For new offices, include lease, hiring plan, and business plan.

Sectors in demand

- Technology
- Healthcare
- Natural Resources
- Finance

Questions clients ask

Is the Intra-Company Transfer (ICT) a separate program in Canada?

No. The ICT is part of the International Mobility Program (IMP) and is LMIA-exempt for faster processing.

Who qualifies for the Canada ICT work permit?

Executives, senior managers, or employees with specialized knowledge who meet the one-year employment and company relationship criteria.

Do applicants need a Labour Market Impact Assessment (LMIA)?

No. The ICT pathway is LMIA-exempt, allowing quicker and simpler work authorization for transfers.

How long is a Canada ICT work permit valid?

Usually 1 year for new office setups and up to 3 years for established entities, renewable based on continued operations.



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NEXT STEP

Discuss your Canada options with our Dubai team

Tell us about your profile, family and timeline. We will compare the Canada routes that fit you, set out the full cost in writing and manage the application with you from start to finish.

CALL OR WHATSAPP	+971 52 727 5101
EMAIL	dubai@xiphiasimmigration.com
WEBSITE	www.xiphiasimmigration.ae
OFFICE	Jumeirah Lakes Towers, Dubai, United Arab Emirates

CREDENTIALS

- Advising clients on global mobility since 2009; XIPHIAS Immigration DMCC in Dubai since 2017.
- Named Best Immigration Consultant by The Times of India in 2022.
- Canada files handled by a CICC-licensed Regulated Canadian Immigration Consultant, licence R516194.
- Australia files handled by a registered migration agent, MARA 1680615.

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