



What to Expect: Process and Timelines

i IMPORTANT NOTE

Timelines are approximate and may vary depending on individual circumstances, completeness of documentation, country of origin, and processing times across multiple organizations. Delays are often related to incomplete submissions.

YOUR PATHWAY AT A GLANCE

This process occurs in sequence, with each step requiring completion of the one before it.




PROCESS OVERVIEW

Step	What This Includes	Additional Notes
 Recruitment & Offer	Job posting, interviews, offer, and approvals	Dependent on number of applicants and scheduling availability
 BC Provincial Nominee Program (BC PNP)	Candidate submits application, BC PNP reviews nomination	Currently trending closer to 12 weeks
 Work Permit Application	Application through immigration, Refugees and Citizenship Canada (IRCC) at border or online/mail	Timing varies based on application complexity and method
 Licensure (CPSBC)	Application, document review, and registration	Timing depends on complete and accurate documentation
 Credentialing & Privileging	References, internal approvals, and onboarding steps	Must be completed prior to start date

EXPECTED TIMELINE

 **BEST CASE**
~5 months from signed offer

 **TYPICAL RANGE**
4-8+ months

 **POTENTIAL DELAYS**
Longer depending on documentation, responsiveness, and immigration processing times

Timelines are strongly influenced by how quickly candidates complete each step.

WHO DOES WHAT

 **YOU (CANDIDATE)**
Submit BC PNP and work permit application and provide all documentation

 **RECRUITMENT**
Coordinates offer, prepares PNP documentation, and supports process.

 **HEALTH MATCH BC**
Assesses eligibility and provides immigration guidance

 **BC PNP**
Reviews application and issues nomination

 **CPSBC**
College of Physicians and Surgeons of BC issues medical license

COMMON CAUSES OF DELAYS

- Incomplete or incorrect document uploads
- Late submissions of BC PNP or work permit applications
- Applying through incorrect IRCC pathways
- Delays in responding to requests for additional information

KEY CONSIDERATIONS

- Multiple organization are involved across the process with some steps outside Island Health's control
- Complete and timely submissions help reduce delays
- Island Health recruitment is here to support candidates throughout the process

