



CANADA

Intra-Company Transfer

Transfer executives, managers and specialized knowledge employees to support your company's Canadian operations.

XIPHIAS Immigration | Residency - Citizenship & Corporate Services



About Canada Corporate Immigration

Canada’s Intra-Company Transfer category enables multinational companies to temporarily move eligible executives, managers and specialized knowledge employees to a qualifying parent, subsidiary, branch or affiliate operation in Canada.

The transfer is LMIA-exempt under the International Mobility Program. Applicants must meet ICT eligibility, temporary-residence requirements and show that their Canadian work will provide significant benefit to Canada.

Eligibility

- Employed by a multinational outside Canada
- One continuous full-time year in the previous three years
- Executive, managerial or specialized knowledge capacity
- Transfer to a related Canadian enterprise
- Temporary work assignment in the same capacity
- Meet immigration and temporary-residence requirements

Program Overview



Program Type
Employer-Specific Work Permit



Minimum investment
No Fixed Minimum



Processing Time
Varies by Application Location



Physical Presence Required
Required for Canadian Duties

No fixed investment amount is prescribed. IRCC assesses financial capacity, investment commitment, commercial premises and overall business viability.

Key Benefits

- LMIA-exempt employer-specific work permit
- For executives, managers and specialized knowledge employees
- Supports existing or new qualifying Canadian enterprises
- Initial C62/C63 permits: up to three years
- Extensions within five- or seven-year limits
- Spouses may qualify for open work permits



Intra-Company Transfer Categories

Canada uses three ICT codes under the International Mobility Program. The category depends on whether the employee will establish a new enterprise, manage operations or contribute specialized knowledge.

- C61 — New qualifying enterprise: For an existing multinational establishing a Canadian parent, subsidiary, branch or affiliate. Initial permit: maximum one year.
- Evidence includes premises, staffing and business plans, investment commitment and financial capacity. Operations should become active in the first year.
- C62 — Executives and managers: TEER 0 or 1 roles. Initial permits can be issued for up to three years.
- Two-year renewals may be granted, with a maximum ICT stay of seven years for executives and managers.
- C63 — Specialized knowledge: Requires advanced proprietary knowledge and advanced expertise. Wages should meet the prevailing rate for the occupation and location.
- C63 permits may be issued for up to three years, with two-year renewals and a five-year maximum ICT stay.

Process

- 1 Corporate Eligibility**
Confirm multinational status and the qualifying relationship between the foreign and Canadian enterprises.
- 2 Employee Eligibility**
Verify the role and one continuous full-time year within the previous three years.
- 3 Employer Portal**
Submit the LMIA-exempt offer and pay the CA\$230 employer compliance fee before application.
- 4 Document Preparation**
Prepare corporate, employment, role, business and significant-benefit evidence for review.
- 5 Work Permit Application**
Submit forms, passport, fees and biometrics when required.
- 6 IRCC Assessment**
IRCC reviews eligibility, temporary intent, admissibility, the employment offer and permit conditions.
- 7 Approval and Arrival**
Travel with the approval letter; the border officer issues the final work permit.

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