
12. Linguistic Profile

A linguistic profile will be assigned to each bilingual position indicating the proficiency required in each of the skills of reading, writing, and oral interaction.

The proficiency levels for each skill are:

- Level A - minimum
- Level B - intermediate
- Level C - maximum

13. Access to Bilingual Positions

There are two types of staffing actions for bilingual positions:

- a) **Imperative:** You must meet the linguistic requirements of the position at the time of appointment;
- b) **Non-Imperative:** If you are unilingual and can meet the criteria required for language training, you can be appointed to bilingual positions. You must, however, meet the language requirements within two years from the first appointment, and within one for any subsequent appointment.

Failure to meet the language requirements within the time limit will result in your being transferred to another position for which you are qualified in all respects.