

- a) English-essential: all your duties are to be performed in English;
- b) French-essential: all your duties are to be performed in French;
- c) English-essential or French-essential (either/or): all duties can be performed in either English only or in French only, but not in both; and
- d) Bilingual: a position in which all or part of your duties must be performed in both official languages.

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, listening and speaking.

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; and

b) Non-Imperative:

If you are unilingual and can meet the criteria required for language