



Best Employers
for New Canadians

2008

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Christie Digital Systems Canada, Inc.

<http://www.christiedigital.com>

Employer Description

Christie Digital Systems Canada, Inc. designs, manufactures and markets advanced video projection systems for entertainment and commercial customers around the world, with installations in over 75,000 locations worldwide. Christie Digital's projection systems are used in a variety of applications, including: simulators for flight, air traffic control, marine and heavy equipment training; concerts; churches; trade shows; and a variety of commercial installations (including next generation 3D simulations).

Established: 1929 **Canadian Locations:** Kitchener **Full-Time Employees:** 361 **Worldwide:** 830 **New jobs created in Canada last year:** 82 **International Locations:** USA, Chile, United Kingdom, France, Germany, Hungary, United Arab Emirates, South Africa, Singapore, China, Japan, South Korea, India **Parent company:** Ushio Ltd. **Revenues:** \$450 million **Workforce engaged on contract basis:** 0% **Employees who are visible minorities:** 11% **Of managers:** 2%

Christie Digital Systems Canada, Inc. was selected as one of the Best Employers for New Canadians (2008) for:

- ▶ Working with community organizations to help immigrant jobseekers adjust to the Canadian hiring process and job market
- ▶ Reaching out to internationally-trained professionals at special events and information sessions
- ▶ Educating other employers about the benefits of hiring new Canadian employees
- ▶ Recognizing international credentials and experience during the hiring process

Our Reasons for Selection:

Working with Community Organizations

Christie Digital's commitment to hiring skilled immigrant employees is demonstrated by their long-standing relationship with the Waterloo-based [New Canadian Program](#), an organization that helps skilled immigrant clients find career level work in their area of expertise. Christie Digital works closely with the program and

is an active participant in many of its initiatives.

Recognizing that many internationally-trained professionals struggle with the resume writing and interview stages of the hiring process, Christie Digital meets with program participants to provide general orientation and information sessions regarding their profession in Canada. Christie Digital also generously provides advice and conducts mock interview sessions for New Canadian Program clients.

Reaching Out to Immigrant Jobseekers

Every 3 months, Christie Digital attends networking breakfasts co-sponsored by the New Canadian Program and the Waterloo Region Immigration Employment Network. Human resources employees from Christie Digital hold informal meet-and-greets, collect resumes and conduct short interviews with prospective candidates interested in working for the company.

Christie Digital also participates in employer panels hosted by the New Canadian Program. Panels are small groups of employers who describe their hiring practices to skilled immigrant jobseekers in a classroom setting. At these sessions, the company highlights the importance of interview skills, as well as the kinds of education and experience they look for in prospective employees.

Initially Christie interviewed me for [a] Manufacturing Engineer position for which I didn't meet the requirements.

However instead of binning my resume they passed my resume around for a suitable fit. After 4 interviews I was offered a Process Quality Specialist position. Christie took a big risk...My integration into Canadian work force and settling down is a large part to the support and training I received during the initial period.

- Vasu Padmanabhan, employee

Educating Other Employers

Christie Digital actively promotes the benefits of hiring internationally-educated individuals to other employers whenever possible. At employer events, the company works to educate other employers who have never worked with Waterloo's New Canadian Program. Christie Digital strongly emphasizes that hiring the best means hiring the most qualified candidates, even if their credentials and experience were obtained overseas.

Recognizing International Qualifications

Christie Digital is committed to eliminating employment barriers by recognizing international qualifications during the hiring process. Christie Digital receives job referrals from internationally-trained professionals enrolled in the New Canadian Program, and has been hiring internationally-trained employees from the program for the past 10 years.

After only three years of being in Canada, Christie gave me the opportunity of practicing my profession, trusting my experience as mechanical engineer from Romania. At Christie I found people from many different countries integrated and essential to the company's operations. As a new employee I found very helpful and understanding people. I was also presented with the opportunity to attend courses which allowed me to enrich my knowledge, for which the company paid. I am really pleased with the way I have been treated in this company, and I consider myself a happy and lucky employee.

- Marcella Lazar, employee