

**The Corporation of the City of Vernon**

**DEVELOPMENT OPPORTUNITY**

**TITLE OF CLASSIFICATION**

**Conditions of Appointment for Development Opportunity**

Where the Corporation has posted a position internally and a fully qualified internal candidate has not been awarded the posting, the Corporation may post the opportunity as a "Development Opportunity" and consider internal applicants who do not presently meet all of the required qualifications and experience for the position. Appointment to a "Development Opportunity" will always be conditional upon the candidate meeting full job requirements at some future point in time.

The conditions of appointment for this Development Opportunity" are as follows:

1. All required education and experience for the [Title/Classification, as above] as identified in the posting, must be met within a qualifying period of [variable time period – most will be 12 months].
2. Applicants to the Development Opportunity will receive consideration as follows:
  - Will be screened/tested as outlined in the posted Development Opportunity
  - Corporation will select the most suitable candidate(s) from the results of the screening/testing
  - Corporation will share the results and selections with the Union
  - All applicants who undergo the screening/testing procedures will be notified of the results.
3. All reasonable costs associated with completing the required education and experience will be paid by the Corporation.
4. The qualifying period will have been completed ONLY after the successful candidate meets ALL required education and experience.
5. The successful candidate will receive the posted [Title/Classification, as above] rate of pay effective the date that all qualifying requirements have been met; until such time as all qualifying requirements are met, the successful candidate will be paid one band below the posted band for [Title/Classification, as above].

6. Upon successful completion of the Training Opportunity, candidate(s) will be required to maintain employment with the Corporation for two (2). Where the candidate(s) severs employment with the Corporation within a two year period following this training, the candidate(s) will be required to repay to the Corporation, proportionate to the 2-year period, costs of this opportunity. This does not apply to promotions and applications to other positions with the Corporation.