



Request for Expressions of Interest

Issued by: techNL

Date: March 9-March 20, 2026

Senior Talent Relocation Pilot

techNL is seeking Expressions of Interest (EOIs) from member companies to participate in a pilot of the Senior Talent Relocation Pilot. This pilot is designed to address one of the most pressing challenges facing Newfoundland and Labrador's tech sector: the shortage of senior and specialized tech talent located in-province.

The program will support the permanent relocation of senior-level tech talent to Newfoundland and Labrador, enabling companies to scale more effectively while strengthening local leadership capacity, mentorship, and long-term talent development. By attracting experienced professionals into the province, the initiative aims not only to fill critical skills gaps but also to enhance companies' ability to coach and develop junior and mid-level employees, deepen the roots of tech companies in the province, and contribute to a stronger talent pipeline overall.

This initiative is being launched as a limited pilot, with space for up to two (2) companies, to allow for close engagement, structured evaluation, and evidence-gathering. The pilot format will enable techNL to assess demand, measure outcomes, and refine program design before considering broader implementation or future funding opportunities.

This pilot is funded through techNL revenue generated by the [Tech Sector Group Health Plan](#). We would like to thank participating members for contributing to techNL's success and ability to host initiatives like this that support our sector.

Purpose of the Expression of Interest

The Expression of Interest process serves two purposes:



- To identify companies that are a strong fit for participation in this pilot, and
- To assess demand for this type of support across the techNL membership.

Program Overview

The Senior Talent Relocation Pilot includes:

- **A one-time relocation subsidy of up to \$15,000 per eligible senior-level or specialized tech worker**, with an additional required employer contribution of **\$5,000** (totaling \$20,000) to offset reasonable, direct costs associated with permanent relocation to Newfoundland and Labrador. Eligible expenses may include moving and transportation, temporary accommodation, settlement-related costs, immigration services, and limited family transition support. The subsidy is intended to cover one-time relocation costs only and may not be used for salary, signing bonuses, or general operating expenses.
- **Settlement and integration support** delivered through techNL and partner organizations to assist with settlement navigation and meaningful integration into the local tech community.
- **A structured ecosystem contribution requirement**, whereby the relocated worker commits to contributing a combined **30 hours of volunteer support** to the local tech ecosystem over three years. Eligible activities may include mentorship, workshops, training, speaking engagements, or advisory support to startups and emerging companies.
- **A leadership and retention focus**, with the pilot designed to strengthen in-province senior leadership capacity, enhance mentorship for junior and mid-level talent, and support long-term integration and retention within Newfoundland and Labrador's tech sector.



Eligibility and Selection Criteria

The eligibility criteria for participation in this program are outlined below. Due to the limited number of available pilot spaces, selection will be based on **selection criteria** which we will evaluate to select companies best suited for this pilot.

Applicants must meet all the following requirements:

- The company must be a current techNL member in good standing, a tech or tech-enabled company, and have a physical office located in Newfoundland and Labrador.
- The company must be seeking to recruit a new senior-level or specialized tech professional (defined as 10+ years of relevant experience) who cannot be reasonably sourced within Newfoundland and Labrador* or relocate an existing senior-level or specialized tech employee to Newfoundland and Labrador on a permanent basis.

*For new hires, applicants must demonstrate reasonable rationale to source the role locally. This may include evidence of prior job postings or documented challenges in identifying qualified, available candidates within the province.

Selection Criteria

Among eligible applicants, priority will be given to companies that demonstrate strong alignment with the objectives of the Senior Talent Relocation Pilot.

Priority will be given to companies that:

- Have a clear and strategic need to recruit new senior-level or specialized talent, or permanently relocate an existing senior leader, where the role is critical to scaling operations and difficult to source locally.
- Demonstrate credible growth plans, including mandatory net-new job creation in Newfoundland and Labrador within the next 12–24 months, supported by the addition of senior talent.
- Show how the addition of senior talent will strengthen in-province leadership capacity and accelerate the development and mentorship of local junior and mid-level employees.



- Support for the program's 30-hour volunteer contribution requirement.
- Are prepared to complete the relocation within the pilot timeframe (April-September 2026)
- Confirm the ability to meet the required employer contribution (\$5,000) and comply with program terms and reporting requirements.

Equity and Transparency Considerations

As this is a limited pilot with two available spots, submission of an Expression of Interest does not guarantee selection. Applications will be assessed based on alignment with program objectives and potential impact on local talent development and long-term sector growth. techNL is committed to a fair and transparent selection process and may consider a balance of program impact, company size, sub-sector, and role types when making final selections.

Pilot Timeline (High-Level)

Timelines are indicative and may be adjusted slightly based on recruitment timelines and employee availability.

Phase 1: Expression of Interest

- EOI opens: March 9, 2026
- EOI closes: March 20, 2026

Phase 2: Review and Selection

- EOIs reviewed and evaluated against published criteria
- Selected companies notified by: March 27, 2026

Phase 3: Onboarding

- Agreements finalized: by April 3, 2026
- If recruitment is necessary, companies may publicly post the role, noting relocation funding support.

Phase 4: Settlement and Integration

- Anticipated senior talent relocation date: April-September 2026



- Structured settlement and feedback check-ins within the first 3 months of the start date
- Community engagement and shared accountability activities begin within the first 6 months of the employee's relocation date.

Submission Details

- **EOI Submission Deadline:** March 20, 2026
- **How to Submit:** [\[Online form\]](#)
- **Questions:** susan@technl.ca

Selected companies will be contacted following the review process. Additional information may be requested as part of the final selection.

About techNL

techNL is a not-for-profit membership association that accelerates the growth of the tech sector in Newfoundland and Labrador. In collaboration with its network of members and partners, techNL provides business growth services, visibility, a collective voice, and a community to tech and tech-enabled companies in Newfoundland and Labrador with a vision to become the most sought-after Canadian tech ecosystem, globally recognized for its collaborative community, diversity, quality of life, and success.

A key focus on business growth includes programs and services to support talent development (training and upskilling, employment services, etc.), member connections, digital transformation and ecosystem development in Newfoundland and Labrador.

More information can be found on the website technl.ca.