



GEO-Placement Program

Assisting Alberta small companies to employ highly trained technical and business professionals to advance the commercialization of geomatics

Introduction and Objective

One of TECTERRA's primary goals is to facilitate the attraction, retention and development of Highly Qualified Personnel (HQP) to support the development and commercialization of geomatics technology in Canada. TECTERRA intends to achieve this objective through the delivery of a number of integrated programs and initiatives.

TECTERRA's GEO-Placement Program is designed to create economic value for small companies in Alberta by facilitating the engagement and employment of Highly Qualified Personnel.

Funding Criteria

TECTERRA will periodically review applications and award funds based on the extent to which the following criteria are met:

- HQP are hired with the intention of serving long-term business need(s) within the applicant company (i.e. beyond the period funded by TECTERRA).
- Applications must originate with an Alberta-based small or medium enterprise (SME). A general guideline for a qualifying SME is a for-profit company with a minimum of one and no more than 500 full-time employees and annual sales revenue ordinarily not exceeding \$50 million. Variations will be considered on a case by case basis. The primary business of the company has to be the development and commercialization of geomatics technology solutions.
- Applications must be complete including a description of the company's business, an HQP position description, how a position would support the development and (or) commercialization of geomatics technology, the need for funding support from TECTERRA, a target salary for the position and a target start date.

TECTERRA is a non-profit organization supporting the commercialization of geomatics technology for integrated resource management. With current funding from the Province of Alberta and the Government of Canada, TECTERRA invests in technology solutions for energy, forestry, agriculture, environment, and land management and development applications. TECTERRA works with industry, entrepreneurs, researchers, and government partners to enable the use of geomatics technologies in addressing local, national and global challenges in resource management.

- Applications may be submitted prior to the selection of the HQP candidate. If the applicant has identified a qualified HQP candidate by the time of application, however, a copy of the HQP's resume may be included with the application. TECTERRA reserves the right to confirm the credentials and the fit of the candidate.
- The applicant must demonstrate that the HQP will be a key resource to the company and will assist in achieving significant success in commercializing geomatics technology.
- The HQP must represent a 'net new hire' for the company, meaning that the position identified must be additional to the current and recent activity of the company, and certainly is not a replacement for a recently (within three months) departed employee, contractor or consultant.
- HQP is defined as individuals with university degrees at the bachelors' level and above. Preference will be given to applications where the candidate's degree is at the post-graduate level in business, science or engineering (i.e. Ph.D., Masters, MBA).
- The HQP must be a Canadian citizen or permanent resident of Canada at the time of application, and may not be a relative of any senior manager, officer, director or principal shareholder of the applicant company.
- Upon start of employment and during the term of TECTERRA's funding, the HQP must be a resident of Alberta.
- The HQP salary must align with recognized industry standards.
- Multiple applications (for multiple positions) from the same applicant company are permissible. A maximum of two positions from the same applicant company may be funded concurrently under the TECTERRA GEO-Placement program.

Funding Amount

- **Standard funding:** A non-repayable grant of 50% of the position salary, up to \$50,000 CDN for a period of one year.
- **Additional funding:** 50% of eligible moving expenses as defined by the CRA, up to a maximum of \$10,000, where the HQP is relocating from outside Alberta.
- **Non-Eligible costs:** Bonuses, benefits and other expenses or fringe costs.
- **Non-eligible positions:** Positions funded through any and all other TECTERRA, federal and/or provincial funding programs of any kind (partially or fully, directly or indirectly) are not eligible for TECTERRA's GEO-Placement funding.

GEO-Placement is a high-demand program and has been used to support more than 100 new jobs in 2010-11 alone. Due to the significant number of applications TECTERRA receives, TECTERRA will not renew any previously approved GEO-Placement positions past the one-year term, nor offer the possibility of extensions to future GEO-placement positions. This will enable us to provide support to more Alberta companies, helping them grow their businesses. We thank those applicants who have already taken advantage of the GEO-Placement program.

Application Submission

Applications may be submitted to TECTERRA at any time. An application form for this program can be obtained on the [GEO-Placement Funding Program](#) page of the TECTERRA web site.

The next review date for the current call for proposals (**1201-GEO-CFP**) is **January 26th, 2012** with the approval notification to successful applicants by the end of February 2012. TECTERRA expects to fund up to 10 HQP positions in this round of funding. Applications must be submitted electronically to cfp@tecterra.com with 1201-GEO-CFP in the subject line.

TECTERRA reserves the sole and absolute right and discretion to select all, some or none of the submissions for funding.

TECTERRA will announce future dates for application review and approval after the previous round has closed.

All expenses incurred by the applicant through the application process, regardless of the outcome, will be the sole responsibility of the applicant.

Funding Process

GEO-Placement award notification will be made to successful applicants by TECTERRA's Chief Executive Officer. Successful applicants will be required to sign a TECTERRA Funding Agreement upon approval. **The signing of the Funding Agreement must take place within 2 weeks from approval notification, and the placement (job start date) of approved HQP candidates must take place within 90 days of the signing of the Agreement**, otherwise the application will be considered void and a new application may be required.

TECTERRA will reimburse the company monthly on receipt of proof of salary payment for the HQP, allowing no more than 2 weeks processing time within TECTERRA. Proof of salary payment would be copies of relevant pay stubs, forwarded in confidence to the TECTERRA Chief Financial Officer by the end of each calendar month.

Acknowledgement

Reasonable acknowledgement of TECTERRA's funding will be required by the applicant in order to support TECTERRA's marketing efforts.

Confidentiality and Disclosure

TECTERRA will hold all GEO-Placement Program information, including applications and funded HQP information as confidential. TECTERRA, however, reserves the right to use some information about funded companies and successful HQP applicants as may be required for its reporting and marketing purposes.