

Sara Espinal Henao

Immigration Lawyer



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Language(s) spoken: English, [French](#), Spanish

Bar Admission(s): Nova Scotia, 2018

Legal Assistant(s): [Lindsay Newell](#)

Sara advises Canadian and multinational corporations on their international mobility strategies as they navigate the complex Canadian immigration system to recruit international talent. She also works with foreign nationals seeking advice on a wide range of immigration matters, from temporary and permanent residence to Canadian citizenship. Sara is a member of the Canadian Bar Association and the Nova Scotia Barristers' Society, as well as the current Vice-Chair of the CBA-NS Citizenship and Immigration Section. Sara's experience includes:

Business Global Mobility Advice

- Designing global mobility strategies for business clients.
- Assisting multinational companies in securing work permits for foreign employees transferring to Canadian subsidiaries for temporary work assignments.
- Assisting companies in securing work permits for highly skilled foreign workers.
- Facilitating the short-term entry of business visitors and professionals through work permit exemptions.
- Assisting with Labour Market Impact Applications, Work Permit applications, and Business Visitor documentation.

Employer Compliance

- Advising clients on their employer compliance obligations with immigration regulations when hiring and employing foreign workers.
- Advising clients on how to respond to immigration audits.
- Assisting employers on corporate due diligence measures to maintain proper records related to the employment of foreign workers.

- Assisting businesses in designing and implementing strategies to address foreign nationals' work eligibility and mobility issues caused by business restructuring as a result of mergers and acquisitions.

Individual Advice

- Assisting individual clients seeking immigration into Canada as traders, investors, self-employed persons, and entrepreneurs.
- Advising clients on their immigration options, from temporary status to permanent residence and ultimately, citizenship.
- Acting as immigration representative on temporary and permanent residence applications.
- Advocating for clients at various levels of the Canadian immigration system.
- Assisting clients in overcoming criminal and medical inadmissibility issues.
- Providing immigration strategies for francophone individuals.

Practice Areas

Immigration

Labour & Employment

Education & Career

Education

McGill University, B.C.L./LLB, 2017

McGill University, BA (joint honours in International Development Studies and Political Science), 2013

Activities

Member, Canadian Bar Association

Vice-Chair of the CBA NS – Citizenship and Immigration Section, September 2022 – Present

Atlantic chapter head, Canadian Hispanic Bar Association

Legal volunteer, reachAbility Association, April 2018 – present

Corporate secretary, Fusion Halifax, 2017 – present

Case worker, McGill's Humanitarian & Compassionate Project, 2015 – 2017

Legal volunteer, Legal Information Clinic at McGill, 2015 – 2016

Senior editor, Inter Gentes – The McGill Journal of International Law and Legal Pluralism, 2014 – 2016

Accolades

Best Lawyers "Ones to Watch" 2024

McGill University Dean's List

Thought Leadership

Beyond the border: A year end immigration wrap-up

December 21, 2023

IRCC expands authorization for foreign workers to study without a study permit: Four things you need to know

July 13, 2023

10 LMIA recruitment and advertising tips for employers looking to hire foreign workers

May 24, 2023

Beyond the Border: A Year End Immigration Wrap-Up

December 13, 2022

think: international talent

November 29, 2022

Nova Scotia: Canada's emerging immigration hub

November 17, 2022

The future of express entry: Targeted draws to meet Canada's economic needs

November 02, 2022

Atlantic Canada offers immigration pathways for workers in Trucking, Health, Construction and Food Service Industries

July 27, 2022

Beyond the border: Immigration update – July 2022

July 18, 2022

Canada launches new measure to support Ukrainians at home and abroad; The Canada-Ukraine Authorization for Emergency Travel

March 18, 2022

The Atlantic Immigration Program – now a permanent pathway for immigration

February 24, 2022

Beyond the border: Immigration update – October 2021

October 20, 2021

Nova Scotia: a place to call home for businesses and immigrants alike

June 28, 2021

Canada's bid to attract entrepreneurs: the Start-up Visa Program

October 16, 2020

Beyond the border: Immigration update – January 2020

January 31, 2020

Client Update: Coming to Canada? You may need biometrics / Mise à jour : Vous pensez bientôt venir au Canada? Vous pourriez avoir besoin de fournir vos données biométriques

December 06, 2018

Presentations

“Demystifying immigration for employers”, Halifax Partnership

June 20, 2023

“Labour Market Impact Assessments Overview and Current Trends”, Canadian Bar Association National Immigration Conference

June 02, 2023

“Updates on Immigration Law”, In-House Counsel Day

October 06, 2022

“Avoiding and Dealing with a Study Permit Refusal”, Memorial University

“Hiring Foreign Workers 101 Webinar”, Labour and Employment Clients

May 26, 2022

“Study Permits: Refusals and Re-Application”, MUN Internationalization Office session

January 18, 2022

“The legal implications of chronic illness or disability on the pursuit of citizenship”, Immigrant Services Association of Nova Scotia (ISANS)

July 31, 2018