



**OTTAWA CONFERENCE
ON SECURITY AND DEFENCE**
EST. 1932

MARCH 4-5, 2026

CAROLINE XAVIER

The Chief of Communications Security Establishment

[Communications Security Establishment Canada \(CSE\)](#)

Caroline Xavier was appointed to the position of Chief of the Communications Security Establishment Canada (CSE) on August 31, 2022.

She is also the Deputy Minister Champion for Racialized Employees since March 2024 and was a member of the Clerk's Task Team on Values and Ethics in September 2023.

Prior to her most recent appointment, Caroline held the position of Associate Deputy Minister of Immigration, Refugees and Citizenship Canada between February 2020 and August 2022, and Assistant Secretary to the Cabinet, Security and Intelligence at the Privy Council Office from 2017 to 2020.



Over the course of her more than 30 years of service in the Federal public service, Caroline occupied numerous key senior-level positions within the Canada Border Services Agency (CBSA), CSE, Industry Canada and the Canada Revenue Agency with responsibilities in the areas of IT infrastructure and operations, foreign, domestic intelligence and security policies, public safety, national security, people management and program development.



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In addition to her professional roles, Caroline serves on the Board of Directors for the YMCA of the National Capital Region where she contributes her expertise in governance, strategic leadership, and policy direction to support the organization's mission of strengthening communities and providing vital programs and services.

In 2023, Caroline was recognized as one of Canada's Outstanding Black Women by Shifter Magazine after she became the first ever Black Deputy Minister in the federal public service in 2020. In 2024, she was also recognized as one of ten interesting Canadians on International Women's Day by the National Post.

Caroline holds a Bachelor's degree in Administration with a concentration in Marketing and Informatics from the University of Ottawa and an Executive Master's degree in Electronic Commerce from Dalhousie University.