



- **Locally Engaged Staff:** a pilot project organised by the Canadian Foreign Service Institute (CFSI) brought locally engaged property managers to Ottawa for property and materiel training. We plan to expand this activity in the future.

5.4.5.9 Purchasing and Supply Community (PG)

5.4.5.9.1. Profile

There are 33 PG positions in the Department: 22 in SRD; five in SXM; five in SBA and one in ISD. Of these, 19 are classified as PG1, seven are PG2, and seven are PG3.

5.4.5.9.2 The Public Service Plan

DFAIT is participating in an inter-departmental working group initiated by the Materiel Management Institute to establish a professional development program for materiel and supply management within the Government of Canada.

The objective of this committee is to ensure the delivery of the comprehensive and standardised Materiel and Supply Management Training and Certification Program, which will provide skills training and professional development opportunities.

5.4.5.9.3 The DFAIT Plan

The Departmental Materiel Management Committee, chaired by the Director General of Physical Resources Bureau and comprised of representatives of all functional units with a significant materiel management component, has developed competency profiles for the largest community of PG employees and is adapting these competencies for smaller similar groups. Competency profiles will be used to establish the training requirements for this group and to facilitate transfers between organisations.

5.4.5.10 The Training Community

5.4.5.10.1 Profile

The training community is composed of both ED-EDSs (18) and staff in several other categories (FS, AS, SCY, CR, CS, PM, PE, FI) who are involved in training as education specialists, training managers and advisors, training assistants and trainers. Although the training community resides primarily within CFSI, several members of the community work in other areas of the department.

5.4.5.10.2 The DFAIT Plan

The training community, a relatively new cadre of expertise for DFAIT, has emerged as the number of DFAIT employees dedicated partially or entirely to training has grown, particularly since the creation of CFSI. A structured professional development program and the introduction of greater consistency in job descriptions and designations in conjunction with UCS implementation are the first measures in an effort to develop a HR strategy for this community in the coming years.