

posts recently set up created a problem of scarcity which was met by recruitment of candidates for examination from among serving officers overseas who had the necessary educational qualifications of a university background and degree. In all cases, by Civil Service regulations, preference was given to "veterans" or ex-service men.

As already stated, the first examination for a diplomatic appointment was held in 1925, resulting in the appointment of Mr. Jean Desy as Counsellor in the Department, three months after Dr. Skelton had vacated the position of Counsellor to become Under-Secretary.

A second set of examinations was held in 1927, resulting in the appointment of E.D. McGreer as Second Secretary and J.S. Macdonald, formerly in the Tariff Section of Trade and Commerce, as Third Secretary.

In 1928 the third set of examinations, for which it is believed there were nearly 60 candidates across Canada, brought in, to fill three vacant positions, L. B. Pearson as First Secretary, K.P. Kirkwood as Second Secretary, and H.L. Keenleyside as Third Secretary. A fourth successful entrant, P.E. Renaud, was appointed to a further vacancy, as Third Secretary, six months later.

Thereafter, examinations were held at regular intervals as the need of officers arose, and one or two additional successful candidates were appointed each year for service either in the Department or at the new posts abroad.