

Foreign Service Recruitment Strategy

A proposal to formalize the Foreign Service Recruitment Strategy is in preparation now. The strategy is one of the special measures initiatives undertaken to increase the representation of target group members in the Foreign Service. Special efforts are made to increase the number of designated group members eligible for Part II (interview phase) of the Foreign Service selection process. Approximately 30% of the candidates to be included in Part II of the Foreign Service recruitment process will be chosen from the designated group members who have attained the passing grade on the Foreign Service examination.

The selection of target group members will be based on the individual target group's representation rate for the Department. For example, as the aboriginal and disabled groups have the lowest representation rates, candidates from those two groups will be considered before visible minorities and women.

8.1.2 Rotational Staff/Other Groups

To ensure that staffing requirements regarding official bilingualism do not unduly impede the Department's efforts towards achieving its employment equity objectives, such requirements will be removed when target group members (aboriginal people, persons with disabilities and visible minorities) are otherwise qualified.

The Department will continue its practice (established in 1990) to request that the PSC refer up to 25% target group members when responding to the Department's efforts to recruit rotational AS employees.

As well, in part to address the issue of advancement for women in the Administrative Support category, the Department will ensure that support staff are informed of upcoming recruitment exercises to staff entry level rotational officer positions to give them a full opportunity to compete. Our goal will be to increase career development opportunities for non-rotational and rotational employees.

.../12