



# The Department

## **How to Apply for Employment as a Foreign Service Officer**

- You must apply through the Public Service Commission, either by regular mail or electronically, from early September to early October.
- If you fulfil certain basic requirements (including proficiency in specified languages), you must then take the foreign service exam. It assesses cognitive ability (reasoning skills), ability to communicate in writing, and foreign service knowledge. This exam is held in October at various locations.
- We set criteria for each year's recruitment campaign. Because we need to balance our workforce with the right variety of academic and working backgrounds, each year the criteria will differ. Recruitment is an opportunity to adjust our skills base and redress shortages, whether these relate to foreign language skills or educational criteria.
- Graduation from a recognized university is an essential requirement.

## **The Foreign Service Development Program**

- Our most recent foreign service recruits came in under the new Foreign Service Development Program (FSDP).
- The FSDP is a five-year program designed to train participants for their role as Foreign Service Officers. The program focusses on foreign service skills and covers themes such as Canadian foreign policy, international business development, the policy/service continuum, Canadian federalism, service to the public, values and ethics, partnerships and negotiation. Participants are given varied assignments throughout the program to ensure that they put their skills to use in a professional setting before they are posted outside Canada.