

the end of the course they have to pass a qualifying examination merely to show that they have profited sufficiently by their studies. They are generally expected to collect their kit and make other arrangements while on the course, and are sent out to Africa soon after its termination.

IX.

It will be seen from the outline of the duties of an administrative officer given above that the greatest care is necessary in selecting him. In many districts he will represent the British Empire, perhaps for a time alone, amongst many thousand natives. On his ability, integrity, sense of justice, power of leadership, tact and address may depend the whole attitude of the native towards the British Government in his district. If he does his work well he can do great good; if he does it badly, immense harm. It will be realised that all-round qualifications are required if a man is to make a success of such work. Brains by themselves are of little or no use unless the officer has character, tact and a good manner and address. Equanimity of temperament, a capacity for sympathy for those amongst whom he will be working, and a healthy and active body are of the greatest importance.

To select the right man for this service it is essential to see him. It is this qualification which has made the selection of Canadians and other candidates who cannot be interviewed in England extremely difficult in the past, and it is mainly with a view to overcoming this difficulty that the present proposals are put forward.

Subject to the observations of the Canadian University authorities it seems that the best method would roughly be as follows:-

If