

Participant Profiles

COUNTRY "D"

Foreign Service Structure. Country D has four levels in its Foreign Service (three levels below EX-01 equivalent), which is part of the overall Public Service. Progression to the second level is based on performance; progression to the third and fourth levels is based on years in grade. Movement to the fourth level also depends on openings. Most officers spend three years at the entry level, six years at the First Secretary Level, 10 years at the Counsellor level, and up to 20 years at the highest level.

Foreign Service Officers are responsible for political/economic affairs, administration, immigration policy, aid, and trade policy. These are not separate streams; officers usually work in all areas at some point during their career. Trade commissioners are in a separate group. Immigration officers fall under Consular Affairs, which is a separate unit. All Foreign Service Officers are unionized.

New Recruits. New recruits must have a Master's degree in law, political science, or business administration or 2 years at the Diplomatic Academy. Knowledge of two foreign languages, is required for entry. In actual practice most new recruits have limited work experience. New recruits go through a training period of approximately two and a half years, during which they have classroom and on-the-job training, and go on a six-month assignment at a mission abroad. They then have an average of 14 days of training per year. Recruiting is also done in mid-career from the public and private sectors; the level mid-career recruits are placed at depends on their career experience. The maximum age for entry into the Foreign Service is 40.

Assignments. Foreign postings average three years in length. Foreign Service officers generally return after two or more consecutive postings. Most are abroad for 60% of their career. In a typical career, an officer would serve at least once at a hardship post.

It is rare for officers to turn a post since they apply for those they consider suitable and are not sent on a posting without their explicit consent. In the event that they do turn down postings, the primary reason is parental responsibilities. Overall attrition is under two percent and remains steady.

Compensation. Compensation is shown in Canadian dollars in the following table:

Title	Job Match	Minimum	Maximum	Average Actual
Second Secretary	Job A Match –	\$34,292	\$38,579	\$37,150
First Secretary	Job B Match	\$38,580	\$51,437	\$45,722
Counsellor	Job C Match	\$54,294	\$125,733	\$71,436
Ambassador	Job D Match	\$85,724	\$154,303	\$107,161