

INTRODUCTION

The Foreign Service is a "career service".

Entry into rotational positions in the Department is normally through competition at the entry level (e.g. CM-3, CR-2, FS Development). Thereafter, upward movement is governed by the intradepartmental performance appraisal and promotion process. The system is based on job rotation, assignments at Headquarters being alternated with assignments overseas. Because the employees in the service are highly mobile there is an ebb and flow of women available for training, participation on various committees or boards, and even developmental assignments.