

# Recruitment Practices

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	Participants	DFAIT/CIC
Education	– Master's degree required in 50% of countries; 75% of int'l orgs (most have Master's or higher)	– Undergraduate degree required (most have undergrad)
Years of Experience	– 79% of countries have no work experience requirement (but 44% have 2+ years exp)	– No experience required (most have less than 2 years exp.)
Languages	– 63% of countries and all int'l orgs require knowledge of one or more foreign languages	– Knowledge of English and French required
Positions recruited into	– 94% recruit into the Foreign Service in general, but 50% also recruit into specific positions such as lawyer or economist – but pay as Foreign Service officer	– Recruit into Foreign Servi in general
Mid-career Recruitment	– 57% of countries and all int'l orgs recruit in mid-career as well as early career	– No recruitment in mid-career

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