

have come back from overseas would not feel that they were asked to answer something which was out of their grasp. These papers were read in the department; I was one of the group who read them; and we endeavoured to pick out candidates who had an average of approximately 75 per cent for the final selection on the oral examination. In my own judgment I feel that the oral is as important as the written examination, but you must screen the group and by screening them in that way you bring down the pick of the students for the final discussion of half an hour or so on their background, interests, training, hobbies, and views on current questions.

Mr. COTE: That explains why there are not very many in the service who have not gone through university and have not got a degree. Do you think it is feasible to secure people outside of universities, people who have not that training?

Mr. SOWARD: It is not impossible but it is very difficult. The student has learned an organized method of study and approach to questions and has a certain body of opinion which he has learned in his university years which remains with him.

Mr. MARQUIS: If an agronomist, such as Mr. Bracken, applied for a position in the foreign service and passed his examination would he be accepted just as any other graduate from any university?

The WITNESS: Oh, yes, certainly.

Mr. MACINNIS: Mr. Wrong, I do not think that holding the higher positions in the Civil Service for university graduates is peculiar to the Department of External Affairs. I understand it is the policy in all the departments as regards Civil Service staff. I have looked over the examination qualifications for most of the positions, and as far as I can remember all of the higher positions require university graduation. I do not know how effective examinations are. I think I would agree with Professor Soward that a person would have a better opportunity of realizing the abilities of the person concerned by an oral examination. I remember reading in the British Agent, Bruce Lockhart's account of his examination to get into the British foreign service.

*By Mr. Fraser:*

Q. I would like to ask Mr. Wrong a question. After the oral examination you say you screen them. Does not appearance and manner of expressing oneself count in that too?—A. Yes, and general adaptability. That is a very important quality.

Q. That is left to the members of the department?—A. It is done by a board on which our department is represented and the Civil Service Commission is represented also; and at times we have, because these boys are coming out from the services—we have, I suppose I could call them, assessors from the services concerned who have reports on the individuals, when they can get hold of them when they are in Canada and not overseas, and the latter inform the board of the nature of the confidential reports on their army, navy or air force service, which is a valuable guide to the sort of qualities we want in a young man. Our problem is to reduce the very large number of candidates to the very small number of appointments we can make. There is abroad the idea that there are far more openings in the Department of External Affairs service than in fact is likely to be the case, at any rate in a year or two. I do not know what our annual rate of intake will come down to. Before the war it was an average of not more than two or three new appointments; it will now be perhaps in the neighbourhood of ten, when we catch up with the backlog caused by the failure to make permanent appointments for several years. There will be a large intake now and I think in 1946, and then it will taper off.