

**FS Survey of Terms and Conditions of Employment
Detailed Results Table Part 2**

	DFAIT/CIC	NETHERLANDS	COUNTRY G	COUNTRY H	FRANCE	ORGANIZATION A	ORGANIZATION B	ORGANIZATION C	ORGANIZATION D
	Officers	Officers	Officers	Officers	Officers				profession
Mid-career Recruitment									
13.	Do you recruit Officers at mid-career, that is, professionals or others with extensive work experience who wish to make a career change?	No	Yes, from within the Public Service and the private sector	Yes, but only from within the Public Service	Generally, no, but a few recruitments take place from within the public service	Yes, from within the organization and elsewhere	Yes, from within the organization and elsewhere	Yes, from within the organization and elsewhere	Yes, from within the organization and elsewhere
14.	What are the minimum criteria for consideration as a mid-career recruit?	N/A	High School 0 years work experience 0 Foreign Languages Other: Recruitment is through an assessment centre	Undergrad 0 years work experience 1 Foreign Language Other: Competitive examination and interview conducted by the civil service Commission	Experience and status	Master's Degree 10-15 years work experience 2 Foreign Languages	Master's Degree 7 years work experience 2 Foreign Languages	PhD 10 years work experience 1 Foreign language	Undergrad 4 years work experience
15.	At what level are mid-career recruits typically placed?	Appropriate level commensurate with work experience	Appropriate level commensurate with work experience	Appropriate level commensurate with work experience	Appropriate level commensurate with experience and status.	Appropriate level commensurate with work experience	Appropriate level commensurate with work experience	Appropriate level commensurate with work experience	Appropriate level commensurate with work experience
Locally Hired Professional Staff									
16.	Are there more locally hired professionals instead of Foreign Service Officers/expatriates?	Percentage of locally hired professionals is rising	Other: Has been rising, but now levelling off	Percentage of locally hired professionals is rising, especially in Africa	Percentage of locally hired professionals remains steady (50/50)	Percentage of locally hired professionals remains steady	Percentage of locally hired professionals remains steady	Percentage of locally hired professionals is rising	Percentage of locally hired professionals is rising

Note: Some of the respondents are not included in the table because they requested confidentiality. Their data are only included in Summary Results Table.