

## Participant Profiles

### COUNTRY "C"

**Foreign Service Structure.** Country C has four levels in its Foreign Service (three levels below EX-01 equivalent), which is part of the overall Public Service. Progression to the next level is based on performance appraisals, years of experience in grade, and the existence of an opening at the next level. Most officers spend three years at the entry level, 6.5 years at the First Secretary Level and at the Counsellor level, and four years at the highest level (Minister Counsellor/ Ambassador/Consul General).

Foreign Service Officers are responsible for political/economic affairs, trade, administration, immigration, aid, and consular and cultural affairs. Trade officers, Immigration officers and Aid officers are included in the Foreign Service group. Officers are not unionized.

**New Recruits.** New recruits must have a Master's degree and knowledge of two foreign languages. New recruits attend a Diplomatic Academy for one year, where they have classroom courses, self-study courses, and language training. They then have an average of three days of training per year. There is no mid-career recruitment.

**Assignments.** Foreign postings average three years in length. Foreign Service officers are typically posted to a series of locations and consider an assignment to the home country as another temporary posting. They have some say in where they will be posted, and may turn down postings without consequence. In a typical career, an officer would serve at least once at a hardship post.

The primary reason for turning down a posting is local conditions (isolation, security, cultural differences, climate, absence of health care facilities). Parental responsibilities and poor fit of posting responsibilities with the officer's skills are also common reasons. 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 +	\$44,547	\$64,851	Not provided.
First Secretary	Job B Match	\$49,593	\$70,865	
Counsellor	Job C Match -	\$64,575	\$81,285	
Minister Counsellor/ Ambassador/ Consul General	Job D Match	\$71,314	\$90,650	

In addition to salary, an annual bonus of 6% of salary is provided to all officers. Salary scales are the same for Foreign Service Officers as they are for other professionals in the Public Service (i.e., they have one pay line).