

SECTION #5: HUMAN RESOURCES

Even though some questions in this section may appear oriented towards Canada-based staff, we invite all staff to respond to any questions they wish. If you do not feel a question applies to your situation, please circle '9'.

RECRUITING, ASSIGNMENT AND PROMOTION

	Strongly Disagree	2	Neither Agree nor Disagree	4	Strongly Agree	Don't Know/Does Not Apply
5.1 The Department is recruiting Canada-based staff with the appropriate skills and background to deliver the Commercial Program.	1	2	3	4	5	9
5.2 My Post hires local employees with the appropriate skills and background.	1	2	3	4	5	9
5.3 Hiring outside of the traditional Foreign Service recruitment process (i.e., lateral entry) would be an effective way of renewing the Trade Commissioner Service.	1	2	3	4	5	9
5.4 The current policy of hiring Canada-based spouses at Posts is fair.	1	2	3	4	5	9
5.5 The current assignment system for Foreign Service Officers promotes the effective delivery of the Commercial Program.	1	2	3	4	5	9
5.6 The current assignment system for Foreign Service Officers provides sufficient career development opportunities.	1	2	3	4	5	9
5.7 I would welcome the opportunity to choose between a management and a specialist career path.	1	2	3	4	5	9
5.8 The work I do is interesting and challenging.	1	2	3	4	5	9
5.9 Lack of promotion opportunities in general is a barrier to effectively delivering the Commercial Program.	1	2	3	4	5	9
5.10 The current promotion system for Foreign Service Officers provides sufficient career development opportunities.	1	2	3	4	5	9
5.11 The Department does a good job at promoting the most competent people.	1	2	3	4	5	9
5.12 The Department cares about its employees.	1	2	3	4	5	9
5.13 People management skills are sufficiently emphasized when assigning and promoting managers.	1	2	3	4	5	9