

counterparts. This type of joint and direct control of selection would, of course, be modified, depending on the size of the Project, the types of expertise needed, and the duration of assignments.

Most people who support this position argue that, at a minimum, all Canadian Team Leaders and Section Heads and their Egyptian equivalents must be screened in this manner to ensure more effective development outcomes in Egypt.

The “Hands-On” Approach

This approach was favoured by a minority of officers in CIDA as well by a small number of Egyptian managers. This position on selection argues that CIDA must take direct control of advisor selection. Not only should CIDA establish clear guidelines, criteria, and methods for effective screening and selection, they should require that all staff being considered for posting by the CEA be screened and approved by CIDA prior to departure.