

Service Commission examinations, except, in the early years, in certain senior appointments. (Loring Christie and John Read, who were legal specialists, inside the Department, underwent no examinations; and in the outside service, men like Walter Riddell, Hume Wrong, Laurent Beaudry, Pierre Dupuy, and Thomas Stone took no examinations). The general examination requirement was a valuable deterrent of "patronage", which was virtually non-existent concerning the Department of External Affairs permanent staff.\* Although in the clerical and lower grades, employment had been based on Civil Service Commission competitive examination or qualifying test ever since 1908, and had thus escaped the evil of political patronage and the spoils system with corresponding insecurity, the admission of recruits to the officer-ranks of the so-called Foreign Service, by special examination under the Civil Service Commission but arranged by the Department itself, was a relatively late innovation, commencing in 1925. Even then it was based on immediate need for one or two special officers at a given time. Jean Desy, invited to join the Department as a senior Counsellor, is said to have taken a perfunctory Civil Service Commission examination, although its nature and scope are not clear. E.D. McGreer and J.S. Macdonald passed a competitive examination, although there were only two positions to be filled in 1927.

\* (Political patronage did appear, however, in the appointment of certain Private Secretaries to the Prime Minister, and possibly a few of the first Heads of new Missions, before there was a cadre of trained career officers.)