

In such a system, administrative employees should advance initially through careers in their own chosen areas of specialisation and then compete, if they choose, for promotion to management functions. Employees in the stream should be encouraged to pursue opportunities for career diversification or intense specialisation (in areas of priority for DFAIT) both within and outside the Department. **Continuous learning opportunities at a fixed minimum level should be guaranteed to employees in order to facilitate opportunities for diversification and advancement.**

We should also keep in mind the career aspirations of rotational staff with highly specialized expertise, for instance, in information technology management. This group of specialists provides a unique contribution to our continuing viability as a network and hence to our capacity to add value. The career path I have described should be open to them, but should stress their vital role as educators, integrators, facilitators, as well as technicians and managers.

**The Transition:**

Over the course of the next five years, all AS officers who seek them, should be given the opportunity to take assignments in the Foreign Service in other functional areas at their level. If they are assessed as having met the requirements in those other areas, they should be given the opportunity to transfer out of the Consular/ Management Stream.

In the transition to such an internally generated senior management group, recruitment for AS officers should continue, but on the basis of the academic and other qualifications noted here, with career expectations more clearly and candidly outlined than they now are.