

a particular community or group to be served. The community or group could be members of the public, or public servants. The Deputy Head may consider that the only practical way of ensuring that the services to be provided can realistically reflect the needs of the client group is to staff the position from the outset with an applicant who possesses the required proficiency in both official languages.

Imperative bilingual positions in this category could be found where the services to be provided by the position have a direct bearing on the social, cultural or economic welfare of the community or group receiving the services. For instance, a position might have a specialist role in providing expert advice on fisheries problems to a linguistically mixed population or might be involved in manpower counselling or basic community development activities. Alternatively, a position might represent an important point of contact within the Public Service for members of the minority official language group. For instance, in a unit working predominantly with clientele from one of the official language groups but which also has a substantial clientele from the minority official language group, it may be important to have representatives from both official language communities in order to realistically reflect the needs of the client groups through the provision of effective services in both official languages.

B. Bilingual Positions Involving Significant Operational Impact

In certain circumstances, the duties of a particular bilingual position will have an immediate and significant operational impact on the outcome of certain activities. The Deputy Head may consider that,