

Participant Profiles

COUNTRY "F"

Foreign Service Structure. Country F has five levels in its Foreign Service (three levels below EX-01 equivalent). On average, Foreign Service Officers spend three years at the entry level, five to six years at the second level, eight years at the third level and four years at the fourth level. Requirements for advancement differ across the levels. Performance appraisals are considered at all levels (and are the only criteria for promotion to the 2nd level). For promotion to levels three and above, there must be an opening at the next level. For promotion to the fourth and fifth levels, postings abroad are considered. Promotion to the fifth level also requires an interview.

The primary responsibilities of Foreign Service Officers are political/economic affairs, administration and aid. Immigration Officers and Trade Officers are not included in the Foreign Service. All Foreign Service Officers are unionized.

New Recruits. All entry-level Foreign Service Officers must possess an undergraduate degree, two years of experience and speak a minimum of two foreign languages. In actual practice, most entry-level recruits have between two to five years of experience and a Master degree. No recruitment is done at the mid-career level. New recruits are trained on the job and in a classroom setting, and undergo language training. The orientation and training period is 6-12 months, followed by two days of training every subsequent year.

Assignments. Foreign postings average four years in length. Foreign Service officers typically rotate between home and foreign posting. Personal choice weighs heavily in the posting decision. Officers are usually provided with a six-month notice before leaving for a posting. Foreign Service Officers are not obligated to accept a hardship posting in their career.

The primary reason for turning down a posting is parental responsibilities. The inability of the spouse/partner to work at the posting location, the local conditions and poor fit of posting responsibilities with the officer's skills are also common reasons. Attrition has been noted to be on the rise. The attrition rate is between three to five percent up to the second level, six to nine percent at the third level and zero to two percent at the fourth level.

Compensation. Compensation is shown in Canadian dollars in the following table:

Title	Job Match	Minimum	Maximum	Average Actual
2 nd Secretary	Job A Match ++	\$47,659	\$53,055	\$49,458
1 st Secretary	Job A Match ++	\$50,537	\$54,853	\$52,156
Counsellor	Job C Match	\$57,911	\$69,242	\$64,745
Minister Counsellor	Job C Match +	\$71,580	\$77,354	\$74,655
Ambassador	Job D Match +	\$71,580	\$107,936	\$79,153