

people find the prospect of moving from one assignment to another challenging and invigorating, rotation can put a great deal of stress on officers and their families.

Versatility and adaptability are essential to deal with changing work and home environments, frustrations and culture shock.

CAREER PROGRESSION

New recruits are based in Ottawa, where they undergo formal classroom and on-the-job training. Training programs differ for each career specialty and last from one to four years, including training in one of Canada's official languages (if required), several months of common training at the Canadian Foreign Service Institute and possible pre-posting foreign language training. First international assignments last from two to four years, after which officers typically return to Ottawa or are assigned to another post abroad.

There is a one-year probationary period upon entry into the Public Service. From this point, promotions are based on annual performance appraisals, serving a minimum number of years at each level and the availability of positions at the next level. Opportunities exist at each level for officers to expand their experience and develop their skills.

IMPACT ON FAMILIES

The rotational Foreign Service lifestyle has been likened to life on a roller-coaster, and there is no doubt that officers experience ups and downs as they repeat the cycle of going on postings and re-integrating themselves into life in Canada. Life in foreign environments can mean restrictions on personal movements due to political or safety considerations, exposure to unfamiliar

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