

Participant Profiles

COUNTRY "B"

Foreign Service Structure. Country B has four levels in its Foreign Service (three levels below EX-1), which is part of the overall Public Service. Progression to the next level is based on performance appraisals, years in grade and the existence of an opening at the next level.

Foreign Service Officers are responsible for political, trade, administration and immigration affairs. Aid officers are a separate group.

New Recruits. There are no minimum education, work experience, or language criteria. In actual practice most new recruits have a Master degree and 2-5 years' experience. New recruits are in orientation and / or training for a period of 6-12 months. Most of their training is done through classroom setting, self-study courses and on-the-job training. New recruits also receive language training. Recruiting for mid-career officers is done through the public and private sectors. Mid-career recruits are placed at a level based on their career experience.

Assignments. Foreign postings average four years in length. Foreign Service Officers generally return to their home country after two consecutive postings. Personal choice weighs heavily in their posting location. In a typical career, an officer would serve in at least two hardship posts.

The primary reason for turning down postings is the inability of the spouse / partner to work at the posting location. Other important reasons for turning down postings are parental responsibilities, poor fit of posting responsibilities with the officer's skills, and local conditions. Overall attrition is approximately 14%.

Compensation. Compensation is shown in the following table:

Title	Job Match	Minimum	Maximum	Average Actual
Second Secretary	Job A Match	\$37,356	\$50,436	\$45,768
First Secretary	Job B Match	\$37,356	\$50,436	\$45,768
Counsellor, Deputy Director	Job B Match	\$52,308	\$65,376	\$59,772
Ambassador, Director	Job C Match	\$56,040	\$78,456	N/A

Salaries for Foreign Service Officers are considered to be "not very high in comparison to the rest of the Government Office."

Spousal Compensation. Accompanying spouses receive a supplemental pension benefit, allowances (allowances provided to the Officer include an amount for the spouse), and unemployment compensation upon returning home (if they have been abroad for less than seven years). Spouses on posting can be employed at the foreign location as a local staff member if