

## Participant Profiles

### NEW ZEALAND

**Foreign Service Structure.** New Zealand has five levels in its Foreign Service (four levels below EX-01 equivalent). On average, a Foreign Service Officer will spend four years at the first and second levels, five years at the third level, and nine years at the fourth level. Progression to the next level is based on performance, but for advancement to the 3<sup>rd</sup> level and higher, an opening must exist. Approximately 25% are promoted at each level each year, except for promotion to the highest level, which is at a rate of 15% per year. The rate of promotions into the second-highest level has increased recently in anticipation of a higher rate of retirements among officers at the highest level.

Foreign Service Officers are responsible for political/economic affairs, trade policy and aid. Immigration Officers are not part of the Foreign Service. All Foreign Service Officers are unionized.

**New Recruits.** New officers must possess an undergraduate honours degree. Work experience is not a requirement. Mid-career recruits must meet the same educational criteria as their entry-level colleagues, but must have between six and fifteen years of work experience. These officers are recruited from the private and public sectors and are typically placed based on their level of work experience. New recruits receive on-the-job training and training in a classroom setting. Orientation and training programs are six months to a year, and officers receive five days of training every subsequent year.

**Assignments.** Foreign postings average three years in length. Foreign Service officers typically rotate between home and foreign posting. Officers are usually provided with nine months' notice before leaving for a posting. Officers are not required to accept hardship postings. On average, officers are posted for a period of four years to less difficult hardship locations and two years to more difficult hardship locations.

The primary reason for turning down a posting is local conditions (isolation, security, cultural differences, climate, absence of health care facilities). The inability of the spouse or partner to work at the posting location, poor fit of the posting responsibilities to the officer's skills, and parental responsibilities are also common reasons. Attrition remains steady at 3-5 percent.

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

Title	Job Match	Minimum	Maximum	Average Actual
Policy Officer I	Job A Match	\$22,075	\$33,374	\$26,050
Policy Officer II	Job B Match -	\$31,900	\$45,677	\$35,431
Sr. Policy Officer	Job B Match	\$37,891	\$57,149	\$43,246
External Policy IV	Job C Match	\$47,118	\$78,290	\$55,055