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15 October 1951

CAREER SERVICE COMMITTEE

Working Group on SELECTION CRITERIA

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~~SECRET~~

15 October 1951

FIRST DRAFT

Working Group on SELECTION CRITERIA

Problem:

To investigate ways and means of activating the Career Service Program with respect to employee participation and to recommend to the Career Service Committee criteria by which employees become eligible to participate; [among criteria that should be considered are length of service, grade level, function in CIA, motivation (i.e. declaration of intent to make a career of CIA employment), efficiency rating or evaluation, etc.]; to recommend the mechanics by which activation shall take place (i.e. whether there should be selection and review boards and what their number, location, and composition should be) and to recommend the degree to which selection [or certification] to participate in the Career Service Program should be centralized; (to consider whether a single Career Service can be made compatible with the respective responsibilities and missions of the overt and covert Offices; to consider whether close adherence to Civil Service practices and regulations are compatible with a career service in CIA and to recommend if additional legislation is needed to permit the practical and effective establishment of a Career Service in CIA.)

OK as is.

OK with — emendation.

OK with exceptions noted orally. F.S.D.

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SECOND DRAFT

Working Group on SELECTION CRITERIA

Problem:

To investigate ways and means of activating the Career Service Program with respect to employee participation and to recommend to the Career Service Committee criteria by which employees become eligible to participate; to recommend the mechanics <sup>of selection</sup> ~~by which~~ ~~activation shall take place~~ (i.e. whether there should be selection and review boards and what their number, location, and composition should be) and to recommend the degree to which selection <sup>governance</sup> ~~to~~ participate in the Career Service Program should be centralized.

*Wor*