

Special Grade Promotions of Sri Lanka Foreign Service

Marking Scheme

1. Seniority (maximum 50 marks)

Marks are given for the additional service period after completion of 18 years of active service period and 05 years of active & satisfactory service period in Sri Lanka Foreign Service, in terms of Public Service Commission circular no. 01/2019.

- Maximum marks should be given to the Senior most officer and others will be granted marks as per the following equation;

$$\text{Seniority of an officer} = \frac{\text{maximum marks allocated for Seniority}}{\text{Additional Service period of Senior most officer}} \times \text{Additional service period of the officer}$$

Years × 12 + months (years × 12 + months)

2. Competency (maximum 50 marks)

2.1 Innovativeness & Creativity 10 marks

Maximum 10 marks will be given (2.5 marks per task) for tasks including projects & programmes, successfully executed by the applicant to perform the tasks assigned to the Ministry and respective Embassies & High Commissions.

Note:

- Tasks referred at 2.1 above are identified based on performance appraisals of previous 05 years.
- Candidates have to prove that they have successfully completed the tasks by submitting the document and media evidences.

2.2 Power Point Presentation 10 marks

10 minutes Presentation on tasks mentioned at 2.1 above.

(02 marks per each of the following)

- Objectives & Vision
- Relevancy & Creativity
- Time Management
- Presentation & Communication Skills
- Confidence & Analytical Skills

Note:

Presentation should be done in English medium and a hard copy of the presentation should be handed over to the interview panel before the presentation.

2.3 Overall Assessment 30 marks

Each candidate is subjected to a Question and Answer session of 10 minutes and marks are given based on the format at Annexure I.

Sri Lanka Foreign Service – Special Grade Competency Assessment

Competency	Marking scale							Negative evidence
	Outstanding demonstration Evidence provided wholly exceeds expectation at this level	Substantial, positive evidence provided including some evidence of exceeding expectation strong demonstration	Good demonstration Substantial positive evidence provided	Acceptable demonstration Adequate positive evidence provided	Moderate demonstration Moderate positive evidence provided	Minimal demonstration Limited positive evidence provided	Not demonstrated No positive evidence provided	
Represent and actively promote, protect and balance the the national interest at the highest international levels. Offer a visible and effective presence at times of crisis	7	6	5	4	3	2	1	Overlook or misjudge opportunities and risks. Fail to ensure the Sri Lanka's presence is felt or view heard.
Build and maintain strong contact networks and relationships at the highest international levels. Facilitate rapid access to information and leverage through networks at home and internationally, including the UN, and other multilateral organisations								Only engage or succeed with a narrow range of contacts. Lack influence with contacts or be too cautious in using them to achieve outcomes. Fail to differentiate between Nation's and personal interests.

<p>Quickly understand the global context and local sensitivities. Lead a culture which encourages others to develop this knowledge. When appropriate, can use a language/s to strengthen contacts and achieve national interests. More widely promote the learning of languages.</p>							<p>Lack knowledge of key elements in the international landscape so impairing judgement and ability to influence. Where appropriate, be reluctant to develop appropriate language skills to increase impact. Fails to promote the learning of languages.</p>
<p>Read the situation in different countries and regions, cross referencing information to make good judgements, influence contacts and build tactical and strategic alliances. Anticipate actions and responses of countries and non-state actors.</p>							<p>Fail to understand the political climate in a country or fail to alert Government to an issue. Unable to anticipate responses and calculate level of risk in complex situations.</p>
<p>Communicate and negotiate persuasively and confidently in a range of situations, tailoring messages to the international and local context. Aware of how their behaviour can be perceived by others in different international environments.</p>							<p>Appear unconvincing or insincere, overly dominant or diffident. Lack depth or impact or fail to tailor messages.</p>
<p>Lead and inspire multi-disciplinary and diverse teams in challenging and complex environments. Adapt and embed Sri Lankan Government values balancing tensions between the global, local context.</p>							<p>Unable to adapt management approach to manage very diverse teams. Fail to embed SL government values or manage tensions.</p>