

Geoffrey Hayes. *Crerar's Lieutenants: Inventing the Canadian Junior Army Officer, 1939-45*. Vancouver: UBC Press, 2017. Pp. 312.

During the Second World War, the Canadian Army grew from a small force of a few thousand officers and men in 1939 to an army of nearly 500,000 soldiers six years later, more than a hundred times its original size. This remarkable expansion would prompt lengthy discussions among army officials about the ideal man the organisation wanted as a junior commissioned officer. In this well-written and thoroughly researched work, Geoffrey Hayes analyses these discussions and the way the Canadian junior officers dealt with this idealised, heroic vision of officership. Employing a diverse collection of archival records, published materials and personal recollections, Hayes introduces the reader to the institutional development of Canada's Second World War Army, but more specifically to the structures built to select and train young officers. The book further provides important insights into the culture of the Canadian Army and how it affected the work done by army officials to invent an ideal wartime officer. The book also shows how the junior officers reacted against these wartime leadership expectations.

Hayes's work builds on the prevailing historiography about the impact of infantry shortages in the fall of 1944, the readiness of the First Canadian Army to fight its German opponents in Northwest Europe, and the dynamics of the Canadian Army's junior leadership. While these studies revealed how the Canadian Army was created and evolved during the Second World War, Hayes explores the issue of junior leadership in wartime through new lenses. Applying comparative methods and drawing upon notions of social class and gender, this approach gives a comprehensive assessment that helps us understand the Canadian Army's training and its battlefield achievements during the Second World War. Indeed, these perspectives allow Hayes to explore how young men were selected and trained to quickly gain the trust of their men and how these junior leaders experienced the war against the idealised officer. *Crerar's Lieutenants* persuasively argues that the Canadian Army leadership's vision of an ideal officer was influenced by Canadian middle-class expectations and heroic ideals of masculinity. It also convincingly shows that the junior commissioned officers practised a "temperate heroism" that differentiated them from the Canadian representation of officership, and also from British and German leadership expectations.

Organised into eight chapters, Hayes's study covers the Canadian Army's interwar struggles, its answer to the immediate demands of wartime, and the wartime experience of the Canadian junior commissioned officers. The first chapter shows that, from the late nineteenth century to the 1930s, the Canadian ideal of officership was modelled on its British counterpart while at the same time keeping a distinct Canadian identity. Chapter 2 examines the influence of the massive expansion undertaken by the Canadian Army between the fall of 1939 and the summer of 1942 on its selection and training policies as well as the definition of masculine ideals. Chapter 3 analyses the response of the Canadian Army leadership to the projected officer shortage in the summer of 1942 and, more specifically the adoption of new selection methods drawn from the social sciences. The chapter also highlights that the idea that an officer needed a certain kind of middle-class masculinity was deeply entrenched in the Canadian military culture and continued to play a key role in the selection process after 1942.

Chapter 4 traces how these ideals took form in the training centres in Canada and in England, based mainly on the decisive part played by Colonel Milton Gregg, the commander of the country's largest officer training centre in Brockville, Ontario, between April 1942 and April 1943. Indeed, the chapter shows how Gregg's vision of leadership was clearly drawn from the ideals of the middle-class citizen soldier and helped invent a new kind of officer drawn from the enlisted ranks. If Gregg was also an important masculine role model to these young men, this chapter highlights that films produced by the National Film Board in 1943 provided other idealised forms of Canadian masculine practice to junior officers. Chapters 5 to 8 explore the officer's experience through 1943, the summer of 1944 in Normandy, the fall of 1944 and then the first five months of 1945. Adopting Sonya Rose's notion of "temperate hero," these four chapters show a range of acceptable masculine behaviours constructed by the Canadian Army officers to distinguish themselves from the idealised, heroic vision of officership in the First World War, but also from their British comrades and their hyper-masculine German opponents. They also reveal that Canadian junior commissioned officers bore the brunt of the fatal casualties, especially those junior leaders from the infantry units. These shockingly high casualties meant that some of them had to be promoted to roles without appropriate training while others had to take too heavy a burden. Tired and scared by

these trying circumstances, some of these men decided to remove themselves from the battlefield.

Although Hayes's overall argument and presentation are very strong, one critique can be made with regard to content. It would have been interesting to compare the experience of the French-Canadian officer to the one of his English-Canadian counterpart. Except for a small section dedicated to Gregg's efforts to make his officer training centre a bilingual institution, the author unfortunately does not talk much about Francophone junior leaders and how they reacted to this ideal image of the officer. This does not come from the unavailability of letters, memoirs or interviews from French-speaking junior leaders—there are plenty of them—but is rather due to the fact that Hayes's relies almost exclusively on personal accounts from English-speaking soldiers and veterans. Thus, like numerous other studies of wartime Canada, this work does not give us a full account of our country's experience. From a study adopting a cultural approach, one would have thought that this perspective might have given even more stimulating results.

Still, by exploring the construction of Canadian junior leadership and its evolution throughout the Second World War, in addition to analysing how the First Canadian Army's junior commissioned officers negotiated their wartime experience against these representations, *Crerar's Lieutenants* is a major addition to Canadian historiography. The 2017 winner of C. P. Stacey award for the best book in military history, this work will appeal first and foremost to students and scholars of Canadian military history who wish to understand concepts of masculinity and their impact on these Canadian junior officers during the Second World War. Because of its engaging and compelling writing style, the book might also attract general readers.

CAROLINE D'AMOURS, *INTERNATIONAL HISTORY INSTITUTE AT BOSTON UNIVERSITY*