



Date: August 23, 2021

Ref.: Project Officer (Ref number IPA/2019/412-374)

Chair of the RAI Secretariat Evaluation Committee for the selection process of the Project Officer for regional project “Breaking the Silence: Enhancing the whistleblowing policies and culture in Western Balkans and Moldova” prepared the Evaluation report for the above stated vacancy announcement (hereinafter: the Evaluation report).

EVALUATION REPORT

for the consultancy post of Project Officer as described in the vacancy announcement. Based on the conducted evaluation, it is proposed that the Contract is offered to **Mr. Arman Fazlic** (hereinafter: the Applicant 14).

EXPLANATION

Applications to this vacancy were to be submitted by potential applicants via email to vacancy@rai-see.org.

1. Timetable

	DATE	TIME	VENUE
Vacancy Announcement	July 9, 2021	N/A	RAI website, mojposao.ba website, social media profiles
Deadline for submission of applications	July 31, 2021	23:59 (CEST)	vacancy@rai-see.org
Initial screening of applications:	August 2-3, 2021		RAI Secretariat premises
Applications technical evaluation session	August 5, 2021	13.00-15:00	Videoconference
Interview questions and practical exercise prep session	August 12, 2021	10.00-11:00	Videoconference
Interviews – part 1	August 16, 2021	10:15, 11:15, 12:15	RAI Secretariat premises + Videoconference
Interviews – part 2	August 17, 2021	11:15, 12:15	RAI Secretariat premises + Videoconference



2. Evaluation

Candidates' applications were evaluated using a cumulative analysis method taking into consideration the combination of the applicant's experience, education, and qualifications. Details on evaluation criteria are laid down in the Vacancy Announcement.

During the evaluation of received applications, it has been noted that:

- Number of received applications: 79 (seventy-nine)
- Number of applications that comply with the formal requirements of the call: 22 (twenty two);
- The technical evaluation is as follows:

Applicant	Technical Evaluation (50%+7) ¹			Average /50%
	Committee Member 1 /50%	Committee Member 2 /50%	Committee Member 3 /50%	
Applicant 1	25	29	36	30.00
Applicant 2	21	34	27	27.33
Applicant 3	10	11	15	12.00
Applicant 4	24	39	41	34.67
Applicant 5	20	27	23	23.33
Applicant 6	47	50	52	49.67
Applicant 7	41	25	33	33.00
Applicant 8	30	26	27	27.67
Applicant 9	32	22	21	25.00
Applicant 10	29	14	17	20.00
Applicant 11	39	36	37	37.33
Applicant 12	43	28	42	37.67
Applicant 13	12	12	29	17.67
Applicant 14	44	38	45	42.33
Applicant 15	30	22	25	25.67

¹ Per the evaluation criteria set by the vacancy announcement, candidates could be granted up to 7 extra points, as follows: Familiarity and experience with EU-funded projects:

+2%; Demonstrated experience in working with different stakeholders: government institutions, public officials, international organizations and civil society in SEE: +2%;

Experience on similar assignments with donor-funded projects in the SEE region (beyond BiH): +2%; Familiarity in working with anti-corruption issues: +1%



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Technical Evaluation (50%+7) ¹				
	Committee Member 1	Committee Member 2	Committee Member 3	Average
Applicant 16	32	31	44	35.67
Applicant 17	20	34	31	28.33
Applicant 18	23	26	23	24.00
Applicant 19	36	20	32	29.33
Applicant 20	12	33	23	22.67
Applicant 21	21	30	23	24.67
Applicant 22	43	37	36	38.67

The interviews were scheduled for August 16 and 17, 2021 with five shortlisted candidates: Applicant 6, Applicant 11, Applicant 12 Applicant 14, and Applicant 22. Questions for the interview as well as the practical exercise structure were developed and agreed upon by the Evaluation Committee.

Results of the five interviewed candidates and the total scores are as follows:

Cumulative Score (100%)				
Applicant	Technical Evaluation	Interview Evaluation	Practical Exercise	Total score
	/50%	/40%	/10%	/100%
Applicant 6	49.67	40	8	97.67
Applicant 11	37.33	23	6	66.30
Applicant 12	37.67	26	9	72.67
Applicant 14	42.33	28	6.5	76.83
Applicant 22	38.67	27	6	71.67



3. Conclusion

Consequently, and following the positive references check, the Evaluation Committee recommended that the Employment Agreement is offered to Applicant 6. Also, it was recommended that in case the Applicant 6 does not accept the employment offer, or in case they do not perform adequately during the probation period, the employment would be offered to the second and third-ranked candidates respectively.

Following the notification to the Applicant 6 that they have been selected for the post, the Applicant 6 did not accept the offer for the position, due to a change in circumstances which motivated them to apply for the position of Project Officer. Hence, in accordance with the conducted evaluation procedure, and following the reference check, the service shall be offered to the second-ranked candidate, Mr. Arman Fazlic.

The evaluation report is hereby

Approved Not approved

Desislava Gotskova, Head of Secretariat

Date: August 23, 2021