



Date: 03.02.2020.

Ref.: Chief Program and Communications Officer

Chair of the RAI Secretariat Evaluation Committee for 2019 prepared the Evaluation report for the above stated vacancy (hereinafter Evaluation report)

EVALUATION REPORT

for the position of Chief Program and Communication Officer as described in the Vacancy Announcement. Based on the conducted evaluation, it is proposed that the Contract is offered to Ms. Dejana Grbic-Velagic (hereinafter "Applicant 6").

EXPLANATION

Vacancy announcement was published on [RAI website, www.posao.ba](http://www.posao.ba), and social media profiles on December 13, 2019 with deadline for applications on January 12, 2020.

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 | 13.12.2019 | N/A | |
| Deadline for submission of applications | 12.01.2020 | 23:59 (CET) | |
| Applications technical evaluation session | 14.01.2020 | 14:00 (CET) | RAI Secretariat premises/ closed session |
| Interviews | 20.01.2020 and 21.01.2020 | 09:30, 11:15, 13:30, 15:15 | RAI Secretariat premises |

2. Evaluation

Candidate applications will be 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 attached Vacancy Announcement.



REGIONAL ANTI-CORRUPTION INITIATIVE ◦ SECRETARIAT ◦

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

- Number of received applications: sixty two (62);
- Number of applications that comply with the formal requirements of the call: twelve (12)

The technical evaluation is as follows:

| Applicant | Technical Evaluation – (50%) | | | | Total score |
|--------------|---|---|--|--|-------------|
| | Experience in writing funding proposals/project proposals/ work plans | Experience in donor reporting and monitoring/evaluation of implementation of multiple donor projects in SEE | Demonstrated experience in dealing with different stakeholders | Experience in developing and monitoring communication policies | |
| | /20% | /15% | /10% | /5% | /50% |
| Applicant 1 | 5 | 8,5 | 8,5 | 3 | 25 |
| Applicant 2 | 5 | 6,25 | 8,25 | 2,75 | 22,25 |
| Applicant 3 | 4,5 | 10,75 | 7 | 1,25 | 23,5 |
| Applicant 4 | 5,25 | 8,75 | 6,75 | 4,25 | 25 |
| Applicant 5 | 15 | 11,75 | 5,5 | 3,5 | 35,75 |
| Applicant 6 | 10,5 | 9,5 | 6 | 3,25 | 29,25 |
| Applicant 7 | 3 | 10,25 | 9,5 | 2,5 | 25,25 |
| Applicant 8 | 2,5 | 6,25 | 6,25 | 3,5 | 18,5 |
| Applicant 9 | 5,5 | 10,75 | 9 | 3 | 28,25 |
| Applicant 10 | 4 | 10 | 8,25 | 2,25 | 24,5 |
| Applicant 11 | 8,5 | 8 | 8 | 5 | 29,5 |
| Applicant 12 | 2 | 7 | 9 | 2,25 | 20,25 |

In accordance with the Vacancy Announcement, top eight applicants were invited for interview. The interviews were scheduled for January 20 and January 21 with all candidates. Questions for the interview were developed and agreed upon by the Selection Committee.

Applicant 4 informed the Secretariat on January 20 that she would not be available for the interview and she withdraw her interest in the position.



REGIONAL ANTI-CORRUPTION INITIATIVE
◦ SECRETARIAT ◦

Results of the 7 interviewed candidates and the total scores are as follows:

| Applicant | Technical Criteria Score | Interview | Total score |
|--------------|--------------------------|-----------|--------------|
| | /50% | /50% | /100% |
| Applicant 5 | 35,75 | 33,17 | 68,92 |
| Applicant 11 | 29,5 | 34,33 | 63,83 |
| Applicant 6 | 29,25 | 45,5 | 74,75 |
| Applicant 9 | 28,25 | 32,17 | 60,42 |
| Applicant 7 | 25,25 | 43,83 | 69,08 |
| Applicant 1 | 25 | 43,5 | 68,5 |
| Applicant 10 | 24,5 | 39,17 | 63,67 |


Evaluation Committee has reached out to the referees that the Applicant 6 provided in her application.

3. Conclusion

Consequently, the Evaluation Committee recommends that the Agreement is offered to Ms. Dejana Grbic-Velagic.

Evaluation report is hereby

Approved Not approved


Vladan Joksimovic, Head of Secretariat

Date: 03/02/2020