



**Date: September 9, 2022**

**Ref.: Vacancy Announcement – Project Officer**

Chair of the RAI Secretariat Evaluation Committee for the Vacancy Announcement for Project Officer position prepared the Evaluation report for the above stated vacancy announcement (hereinafter: the Evaluation report).

## EVALUATION REPORT

Based on the conducted evaluation, it is proposed that the Employment Agreement is offered to **Mr. Denis Grbo**.

### EXPLANATION

#### 1. Timetable

	DATE	TIME	VENUE
Publication date	July 25, 2022	N/A	RAI website, social media profiles, mojposao.ba
Deadline for submission of applications	August 15, 2022	23:59 (CET)	vacancy@rai-see.org
Initial screening of applications:	August 23, 2022	10:00 – 17:00	RAI Secretariat premises
Applications technical evaluation session	August 25, 2022	N/A	Videoconference
Interview questions prep session	August 28, 2022	N/A	Videoconference
Interviews	August 31, 2022	10:30-15:00	Videoconference

#### 2. Evaluation

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

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



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- Number of received applications: 86 (eighty-six)
- Number of applications that comply with the formal requirements: 26 (twenty-six);
- The technical evaluation is as follows:

	Committe Member 1	Committe Member 2	Committe Member 3	Average
<b>Applicant</b>	<b>/50%</b>	<b>/50%</b>	<b>/50%</b>	<b>/50%</b>
Applicant 1	18%	2%	5%	8%
Applicant 2	11%	13%	10%	11%
Applicant 3	2%	10%	10%	7%
Applicant 4	7%	13%	0%	7%
Applicant 5	24%	24%	25%	24%
Applicant 6	15%	3%	22%	13%
Applicant 7	17%	12%	18%	16%
Applicant 8	37%	31%	48%	39%
Applicant 9	27%	16%	28%	24%
Applicant 10	17%	3%	15%	12%
Applicant 11	30%	30%	15%	25%
Applicant 12	8%	1%	5%	5%
Applicant 13	7%	10%	15%	11%
Applicant 14	7%	26%	25%	19%
Applicant 15	21%	28%	22%	24%
Applicant 16	34%	17%	24%	25%
Applicant 17	17%	16%	15%	16%
Applicant 18	34%	30%	40%	35%
Applicant 19	12%	15%	20%	16%
Applicant 20	12%	8%	23%	14%
Applicant 21	36%	30%	43%	36%
Applicant 22	36%	29%	35%	33%
Applicant 23	21%	6%	30%	19%
Applicant 24	14%	28%	15%	19%
Applicant 25	15%	21%	25%	20%
Applicant 26	29%	6%	30%	22%

The interviews were scheduled for August 31, 2022 with six short-listed candidates. Questions for the interview were developed and agreed upon by the Evaluation Committee on August 28, 2022. Results of the interviews and the total scores are as follows:



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Cumulative Score (100%)			
Applicant	Technical Evaluation	Interview Evaluation	Total score
	/50%	/50%	/100%
Applicant 8	39%	32%	71
Applicant 11	25%	28%	53
Applicant 16	25%	28%	53
Applicant 18	35%	19%	54
Applicant 21	36%	26%	62
Applicant 22	33%	24%	57

The Evaluation Committee has reached out to the references Mr. Grbo provided during the selection procedure as well.

**1. Conclusion**

Consequently, the Evaluation Committee recommends that the Employment Agreement is offered to Applicant 8, Mr. Denis Grbo.

The evaluation report is hereby

Approved  Not approved



Desislava Gotskova, Head of Secretariat

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