REGIONAL ANTI-CORRUPTION INITIATIVE

Date: 21.03.2023

Ref.:   Senior Anti-corruption Advisor

Chief Finance and Operations Officer compiled the Evaluation report for the above stated vacancy.

EVALUATION REPORT

for the position of Senior Anti-corruption Advisor – RAI Core staff. Based on the conducted evaluation, RAI Steering Group agreed to offer the Employment Contract to Ms. Natasa Novakovic (hereinafter: the Applicant 4).

EXPLANATION

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

1. Timetable

	DATE	TIME	VENUE/DETAILS
Vacancy Announcement	January 17, 2023	N/A	RAI website and social media profiles
Deadline for submission of applications	February 26, 2023	23:59 (CEST)	vacancy@rai-see.org
Applications technical evaluation session	March 03, 2023	14:00-17:00	Videoconference
Interviews	March 9, 2023	11:00-13:45	Videoconference

2. Evaluation

Candidate applications determined as responsive/compliant/acceptable were evaluated using a cumulative analysis method, taking into consideration the combination of applicants' education, qualifications, and experience.

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

- Number of received applications: forty-three (43);
- Number of applications that comply with the formal requirements of the call: eleven (11).

REGIONAL ANTI-CORRUPTION INITIATIVE

The technical evaluation is as follows:

Technical Evaluation – (50%)	
Applicant	Average Score (3-member committee)
	/50%
Applicant 1	27
Applicant 2	37
Applicant 3	38
Applicant 4	42
Applicant 5	18
Applicant 6	44
Applicant 7	18
Applicant 8	37
Applicant 9	19
Applicant 10	16
Applicant 11	40

Five applicants receiving the highest score in the evaluation process shall be shortlisted for an interview. However, given that two candidates have the same score for the fifth short-listed applicant, a total of 6 applicants were invited for an interview, as follows: Applicant 2, Applicant 3, Applicant 4, Applicant 6, Applicant 8, Applicant 11.

All interviews were scheduled for March 9, 2023 during the 39th RAI Steering group Meeting that took place in an online format. Interview questions were prepared by the Secretariat and approved by the Steering Group.

The Head of Secretariat addressed interview questions with candidates, while the Steering Group members evaluated all interviewed candidates using the standard interview evaluation template. All interviews followed the same procedure, including core questions and timing, to ensure all candidates have an equal opportunity to present themselves.

Following the questions posed by the Head of Secretariat, all candidates were given an opportunity to add any additional information they find relevant, or to ask any questions they might have.

REGIONAL ANTI-CORRUPTION INITIATIVE

One of the candidates withdrew his application and the other candidate informed the Secretariat that he is not in a position to take the interview.

In accordance with the Office Policies Manual, Section 3.3.3 Recruitment and Dismissal of Core international staff, five applicants receiving the highest score in the evaluation process shall be shortlisted for an interview. Therefore, RAI Secretariat invited Applicant 1 to the interview as the next candidate who had the highest score within the technical evaluation.

In accordance with the Office Policies Manual, Section 3.3.8 Hiring, the employment contract shall be offered to applicant who received the highest score out of technical evaluation (50% of total score) and interview (50% of total score).

Total scores are as follows:

Applicant	Technical Evaluation	Interview	Total Cumulative Score
	/50%	/50%	/100%
Applicant 1	27	34,44	61,44
Applicant 3	38	33,89	71,89
Applicant 4	42	39,07	81,07
Applicant 6	44	35,56	79,56
Applicant 8	37	38,89	75,89

RAI Secretariat reached out to the referees that Applicant 4 provided in the application and received positive feedback.

3. Conclusion

Following the selection procedure, the Steering Group selected Ms. Natasa Novakovic/Applicant 4 for the position of Senior Anti-corruption Advisor. In case a first-ranked candidate does not accept the employment offer the Steering Group decided that the employment would be offered to the second candidate with the highest score of total points.