



REGIONAL ANTI-CORRUPTION INITIATIVE
◦ SECRETARIAT ◦

Date: September 29, 2023

Ref.: Chief Program and Communications Officer

Chair of the RAI Secretariat Evaluation Committee for the selection process of the Chief Program and Communications Officer 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 **Ms. Sladjana Cvijanovic** (hereinafter: Applicant 5).

EXPLANATION

1. Timetable

	DATE	TIME	VENUE
Vacancy Announcement	July 1 2023	N/A	RAI website, mojposao.ba, social media profiles
Deadline for submission of applications	August 31, 2023	23:59 (CET)	vacancy@rai-see.org
Initial screening of applications:	September 4, 2023		RAI Secretariat premises
Applications technical evaluation session	September 6, 2023	13.00-15:00	RAI Secretariat premises
Interview questions prep session	September 11, 2023	10.00-10:30	RAI Secretariat premises
Interviews	September 13, 2023	9:30-15:50	RAI Secretariat premises & Videoconference



REGIONAL ANTI-CORRUPTION INITIATIVE ◦ SECRETARIAT ◦

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: 30 (thirty)
- Number of applications that comply with the formal requirements of the call: 7 (seven);
- The technical evaluation is as follows:

	Committe Member 1	Committe Member 1	Committe Member 1	Average
Applicant	/50%	/50%	/50%	/50%
Applicant 1	11	17	15	14,33
Applicant 2	43	30	44	39,00
Applicant 3	36	40	37	37,67
Applicant 4	35	39	31	35,00
Applicant 5	38	37	35	36,67
Applicant 6	29	36	28	31,00
Applicant 7	26	32	34	30,67

The interviews were scheduled for September 13 with five shortlisted candidates. Questions for the interview as well as the practical exercise structure were developed and agreed upon by the Evaluation Committee.

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

Cumulative Score (100%)			
Applicant	Technical Evaluation	Interview & Task Evaluation	Total score
	/50%	/50%	/100%
Applicant 2	39	29	78
Applicant 3	37,67	29	66,67
Applicant 4	35,00	21	56
Applicant 5	36,67	40	76,67
Applicant 6	31,00	35	66

The Evaluation Committee has reached out to the references Applicant 5 provided during the selection procedure. Correspondence with referees is attached to this report.



REGIONAL ANTI-CORRUPTION INITIATIVE
◦ SECRETARIAT ◦

3. Conclusion

Consequently, the Evaluation Committee recommends that the Employment Agreement is offered to Applicant 5, Ms. Sladjana Cvijanovic.

The evaluation report is hereby

Approved Not approved

Desislava Gotskova, Head of Secretariat

Date: September 29, 2023