



Date: September 22, 2020

Ref.: Organizational Development Expert

Chair of the RAI Secretariat Evaluation Committee for the selection process of the Organizational Development Expert for the project '*Breaking the Silence: Enhancing the whistleblowing policies and culture in Western Balkans and Moldova*' prepared the Evaluation report for the above stated open call for applications (hereinafter: the Evaluation report).

EVALUATION REPORT

for the consultancy post of Organizational Development Expert as described in the open call for applications. Based on the conducted evaluation, it is proposed that the Contract is offered to **Ms. Vlasta Perla** (hereinafter: the Applicant 1).

EXPLANATION

Open call for applications was published on RAI website and social media profiles on August 18, 2020 with deadline for applications on September 13, 2020.

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

1. Timetable

| | DATE | TIME | VENUE |
|---|--------------|---------------------|--|
| Call Announcement | Aug 18, 2020 | N/A | RAI website, social media profiles |
| Deadline for submission of applications | Sep 13, 2020 | 23:59 (CEST) | vacancy@rai-see.org |
| Applications technical evaluation session | Sep 15, 2020 | 12.00-14:00 (CET) | RAI Secretariat premises |
| Interviews | Sep 21, 2020 | 11:00, 11:45, 12:30 | 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 attached Open Call.

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

- Number of received applications: 5 (five)
- Number of applications that comply with the formal requirements of the call: 4 (four);
- The technical evaluation is as follows:

| | At least 5 years of professional experience in organizational development of public institutions (with a focus on human resource development) | Organizational capacity assessments and the development of organizational capacity building action plans | Demonstrated analytical skills with ability to articulate concise field of organizational development relevant to anti-corruption | Whistleblowing - advantage | Total |
|-------------|---|--|---|----------------------------|-------|
| | /15% | /15% | /30% | Y/N | /60% |
| Applicant 1 | 15 | 15 | 28 | N | 58 |
| Applicant 2 | 10 | 5 | 20 | Y | 35 |
| Applicant 3 | 0 | 0 | 25 | Y | 25 |
| Applicant 4 | 0 | 5 | 15 | N | 20 |



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The interviews were scheduled for September 21, 2020 with three shortlisted candidates. Questions for the interview were developed and agreed upon by the Evaluation Committee.

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


| Cumulative Score (100%) | | | |
|-------------------------|----------------------|-----------|-------------|
| Applicant | Technical Evaluation | Interview | Total Score |
| | /60% | 40% | /100% |
| Applicant 1 | 58 | 35 | 93 |
| Applicant 2 | 35 | 35 | 70 |
| Applicant 3 | 25 | 20 | 45 |

3. Conclusion

Consequently, the Evaluation Committee recommends that the Framework Agreement is offered to Applicant 1.

Evaluation report is hereby

Approved Not approved


Vladan Joksimovic, Head of Secretariat
Date: September 22, 2020

