



**Date: 25.03.2020.**

**Ref.: Project Manager - Anti-corruption Expert**

Chair of the RAI Secretariat Evaluation Committee for 2020 prepared the Evaluation report for the above stated vacancy (hereinafter Evaluation report)

## EVALUATION REPORT

for the position of Project Manager- Anti-corruption Expert for the project “Breaking the Silence: Enhancing the whistleblowing policies and culture in Western Balkans and Moldova”, funded by European Commission under ref. number IPA/2019/412-374 as described in the Vacancy Announcement. Based on the conducted evaluation, it is proposed that the Contract is offered to Ms. Elmerina Ahmetaj-Hrelja.(hereinafter “Applicant 5”)

### EXPLANATION

Vacancy announcement was published on RAI Website and social media profiles on December 28, 2019 with deadline for applications on January 31, 2020.

Applications to this vacancy were to be submitted by potential applicants via email to [vacancy@rai-see.org](mailto:vacancy@rai-see.org).

#### 1. Timetable

	DATE	TIME	VENUE
Vacancy Announcement	28.12.2019	N/A	
Deadline for submission of applications	31.01.2020	23:59 (CET)	
Applications technical evaluation session	05.02.2020	14:00 (CET)	RAI Secretariat premises/ closed session
Interviews	20.02.2020 and 21.02.2020	10:00; 11:00; 14:00; 15:00	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.



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: twenty four (24)

The technical evaluation is as follows:

Technical Evaluation – (50%)						
Applicant	Specific experience in the field with a focus on whistleblowing	Demonstrated experience in management of EU projects	Demonstrated experience in managing multiple beneficiaries and stakeholders in SEE	Experience in managing project staff	Familiar with international organizations, networks and projects with whistleblowing and/or anticorruption portfolio	Total score
	/15%	/15%	/10%	/5%	/5%	/50%
Applicant 1	13.7	12.3	7.0	3.7	5.0	<b>41.7</b>
Applicant 2	13.7	12.7	4.3	5.0	4.3	<b>40.0</b>
Applicant 3	8.7	14.0	8.0	3.0	2.7	<b>36.3</b>
Applicant 4	12.3	9.0	5.3	3.7	4.7	<b>35.0</b>
Applicant 5	10.0	10.3	4.7	4.3	4.0	<b>33.3</b>
Applicant 6	10.7	8.0	7.7	2.3	4.7	<b>33.3</b>
Applicant 7	10.0	7.7	7.7	3.3	4.7	<b>33.3</b>
Applicant 8	8.3	11.0	5.3	4.0	4.3	<b>33.0</b>
Applicant 9	12.7	7.7	3.3	3.7	3.7	<b>31.0</b>
Applicant 10	6.0	11.3	4.0	5.0	1.7	<b>28.0</b>
Applicant 11	10.7	4.7	5.3	0.0	5.0	<b>25.7</b>
Applicant 12	4.7	7.3	9.7	2.0	1.3	<b>25.0</b>
Applicant 13	2.0	13.3	3.0	5.0	1.3	<b>24.7</b>
Applicant 14	5.3	5.7	6.7	3.3	2.0	<b>23.0</b>
Applicant 15	6.7	3.7	6.0	2.3	3.0	<b>21.7</b>
Applicant 16	9.3	1.3	3.3	2.7	4.7	<b>21.3</b>
Applicant 17	9.0	1.0	3.0	2.7	4.3	<b>20.0</b>
Applicant 18	5.0	5.7	1.7	2.7	2.3	<b>17.3</b>
Applicant 19	6.0	6.0	2.7	1.0	0.7	<b>16.3</b>
Applicant 20	3.0	5.0	3.3	1.0	0.7	<b>13.0</b>
Applicant 21	6.0	1.3	1.7	2.3	0.7	<b>12.0</b>
Applicant 22	3.0	4.3	2.0	0.0	1.3	<b>10.7</b>
Applicant 23	4.0	4.0	1.0	1.0	0.7	<b>10.7</b>
Applicant 24	2.0	2.0	1.3	0.0	0.7	<b>6.0</b>



In accordance with the Vacancy Announcement, top five applicants should have been invited for the interview. Given that the fifth place was shared by three applicants with exactly the same number of points, Evaluation Committee decide to include all of them, so the final number of interviewed candidates were seven. The interviews were scheduled for February 20 and February 21 with all candidates. Questions for the interview were developed and agreed upon by the Selection Committee.

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

Applicant	Technical Criteria Score	Interview	TOTAL
	/50%	/50%	/100%
Applicant 5	33.33	47.67	81.00
Applicant 4	35.00	43.33	78.33
Applicant 1	41.67	31.67	73.33
Applicant 7	33.33	35	68.33
Applicant 2	40.00	25	65.00
Applicant 3	36.33	28.67	65.00
Applicant 6	33.33	14	47.33

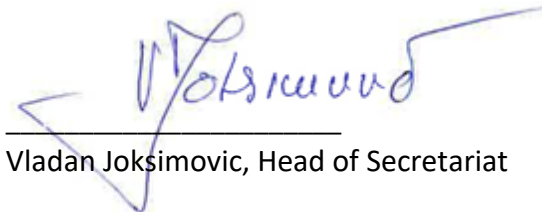
Evaluation Committee has reached out to the referees that the Applicant 5 provided in her application.

### 3. Conclusion

Consequently, the Evaluation Committee recommends that the Agreement is offered to Ms. Elmerina Ahmetaj-Hrelja

Evaluation report is hereby

Approved  Not approved



Vladan Joksimovic, Head of Secretariat

Date: March 25, 2020.