



# REGIONAL ANTI-CORRUPTION INITIATIVE ◦ SECRETARIAT ◦

**Date: March 8, 2021**

**Ref.: Anti-corruption Expert with specific expertise in corruption risk assessment (CRA)**

Chair of the RAI Secretariat Evaluation Committee for the selection process of the Anti-corruption Expert with specific expertise in CRA for Regional Programme “Southeast Europe - Together Against Corruption” - SEE-TAC prepared the Evaluation report for the above stated vacancy announcement (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 **Prospector d.o.o., represented by Mr. Jovan Nacic** (hereinafter: Applicant 3).

### EXPLANATION

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	January 22, 2021	N/A	RAI website, social media profiles
Deadline for submission of applications	February 21, 2021	23:59 (CET)	<a href="mailto:vacancy@rai-see.org">vacancy@rai-see.org</a>
Applications technical evaluation session	February 23, 2021	11.00-13:00	RAI Secretariat premises
Interview questions prep session	March 3, 2021	10.00-11:00	RAI Secretariat premises
Interviews	March 4, 2021	11:30, 12:00, 15:00	Videoconference



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## 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: 13 (thirteen);
- Number of applications that comply with the formal requirements of the call: 6 (six);
- The technical evaluation is as follows:

Applicant	Exp. in developing CRA tools (substantiated by published papers, reports, etc.) /25%	Exp. in development of training materials and edu tools, + the delivery of training and assessing the impact of the trainings; /10%	Exp in working w/ different stakeholders: gvt institutions, public officials, intl orgs and CSOs in SEE /10%	Demonstrated analytical skills for producing clearly formulated and well-argued assessments rpts or similar papers /5	Expert-level experience working w/ intl. organizations or bodies with AC competences /5	Familiarity w/ the political, social, economic and security landscape in SEE /5	<b>Total /60%</b>
Applicant 1	10	7	5	2	0	2	26
Applicant 2	25	10	8	5	5	5	58
Applicant 3	25	10	10	5	5	5	60
Applicant 4	20	10	7	5	3	2	47
Applicant 5	10	4	6	4	3	3	30
Applicant 6	7	0	1	1	0	1	10



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The interviews were scheduled for March 4, 2021 with three shortlisted candidates (1) Applicant 2, 2) Applicant 3, and 3) Applicant 4. Questions for the interview were developed and agreed upon by the Evaluation Committee.

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

Cumulative score /100%			
Applicant	Technical Evaluation	Interview Evaluation	Total score
	/60%	/40%	/100%
Applicant 2	58	36	94
Applicant 3	60	36	96
Applicant 4	47	38	85

### 3. Conclusion

Consequently, the Evaluation Committee recommends that the Employment Agreement is offered to Prospector doo. As both first and the second ranked candidate performed very well at the interview, and as there is a small difference in cumulative scores between them, it is recommended that in case the Prospector d.o.o. a does not accept the consultancy post offer, the consultancy would be offered to the second-ranked candidate.

Evaluation report is hereby

Approved  Not approved

Vladan Joksimovic, Head of Secretariat

Date: March 9, 2021