



REGIONAL ANTI-CORRUPTION INITIATIVE ◦ SECRETARIAT ◦

Date: April 13, 2021

Ref.: Anti-corruption Expert with specific expertise in monitoring and evaluation (M&E)

Chair of the RAI Secretariat Evaluation Committee for the selection process of the Anti-corruption Expert with specific expertise in M&E 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 Services Agreement is offered to **Mr. Radu Nicolae** (hereinafter: 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
Vacancy Announcement	February 19, 2021	N/A	RAI website, social media profiles
Deadline for submission of applications	March 21, 2021	23:59 (CET)	vacancy@rai-see.org
Applications technical evaluation session	March 31, 2021	11.00-13:00	Videoconference
Interview questions prep session	April 8, 2021	9.00-9:50	Videoconference
Interviews	April 8, 2021	10:00, 10:45, 11:30	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 Vacancy Announcement.

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

- Number of received applications: 10 (ten);
- Number of applications that comply with the formal requirements of the call: 8 (eight);
- The technical evaluation is as follows:

Applicant	Demonstrated exp. in impact assessment, dev. methodologies & ind. for assessing good govern. /25%	Knowledge of CPL & CRA concepts /10%	Exp. in dev. of training materials and edu tools, + delivery of training & assessing impact of train.; /10%	Exp in working with different stakeholders: gvt institutions, public officials, intl organizations, and CSOs in SEE /10	Demonstrated analytical skills for producing clearly formulated & well-argued assess. reports /5	Total /60%
Applicant 1	12	1	8	0	5	26
Applicant 2	15	0	5	2	4	26
Applicant 3	23	8	7	5	5	48
Applicant 4	20	8	10	7	5	50
Applicant 5	5	1	8	0	4	18
Applicant 6	23	10	10	6	5	54
Applicant 7	5	0	5	2	5	17
Applicant 8	15	1	4	1	4	25



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The interviews were held with three shortlisted candidates: 1) Applicant 3, 2) Applicant 4, and 3) Applicant 6. 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:

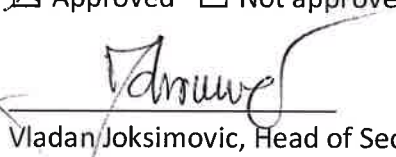
Cumulative score /100%			
Applicant	Technical Evaluation	Interview Evaluation	Total score
	/60%	/40%	/100%
Applicant 3	48	14	62
Applicant 4	50	33	83
Applicant 6	54	27	81

3. Conclusion

Consequently, the Evaluation Committee recommends that the Services Agreement is offered to Mr. Radu Nicolae. As both first and the second ranked candidate performed very well at the interview, it is recommended that in case the selected team 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: April 14, 2021