



Memorandum of Understanding
between
Assembly of the Republic of Kosovo and
The Government of the United Kingdom of Great Britain and Northern Ireland
represented by the British Embassy

The Assembly of the Republic of Kosovo and the Government of the United Kingdom of Great Britain and Northern Ireland represented by the British Embassy, the "Parties".

The Parties share similar objectives and wish to confirm cooperation in areas of mutual concern. It is in the interest of all parties that Kosovo's commitment to good governance and economic development is supported by public structures that are transparent, professional and accountable.

Article 1
Purpose

In compliance with the relevant legislation in force, the purpose of the memorandum of understanding is to support joint efforts at ensuring that strong, independent and professional heads of institutions and public bodies are appointed through a fair and transparent recruitment process. This project aims to assist the Kosovo institutions in recruiting an agreed list of senior positions.

Article 2
Scope

1. The Parties agree to enter collaboration that will inter alia include the provision of assistance to the Kosovo institutions in order to:

- a. improve the capacity of public institutions to contribute towards delivering on challenging reforms, enabling more professional, accountable and transparent policy-making, with a strong focus on value for money; and,
 - b. restore trust in public institutions by advancing the implementation of the recruitment processes, as defined by the relevant legislation in force. However, in concrete terms, the project aims to set up a new standard for the recruitment process for public appointments in Kosovo.
2. Recruitment Commissions shall ensure the implementation of the procedures foreseen by the relevant legislation in force.
3. An Implementing Partner selected by the British Embassy in Pristina will assist the Kosovo institutions with recruitment of senior vacant positions within the civil service and independent institutions to help prevent nepotism and to strengthen transparency, meritocracy and good governance.
4. The British Embassy will engage an external Implementing Partner to assist in technical recruitment processes for identified senior vacancies. In addition, the Implementing Partner will mentor and advise the local institutions and offer recommendations for recruitment Commissions and recruitment best practices.

Article 3

Obligation

1. The Parties should agree a common list of senior vacant positions, the recruitment of which will be supported by this project. The agreed list must be compiled with institutions where recruitment process is required.
2. Subject to available funding, additional positions may be added to the agreed list of senior vacant positions based on the request of one of the Parties, and consent of the other Party.
3. The Implementing Partner will run and constantly update a website to inform media and interested parties with the: list of recruitment processes supported by the project; composition of recruitment panels; recruitment timelines; final results and recommendations of the recruitment processes; MoU with Kosovo institutions; dates of training, and any other events or relevant information

related to the project. The website will also have a link in the official website of the Ministry of Public Administration.

4. The Assembly of the Republic of Kosovo must inform institutions from the agreed list (Annex B) about the British Embassy engagement and ensure that recruitment processes are undertaken and monitored strictly from the Implementing Partner.
5. The Assembly of the Republic of Kosovo undertake to ensure the project is implemented in a timely, transparent, and impartial manner.
6. The Assembly of the Republic of Kosovo undertake to facilitate the implementation of the project, and ensure the Implementing Partner: is involved in the recruitment phase from the beginning; has full access in the technical recruitment processes of the agreed positions; full access to necessary information; and the full support of the Assembly of the Republic of Kosovo and institutions in the process of providing such assistance, in accordance with the relevant legislation in force.
7. After every round of recruitment, the Implementing Partner will suggest a short list of candidates which shall be offered for consideration to the relevant commission. The final selection of successful candidate – from the shortlisted candidates that meet the criteria - will be made by the relevant Kosovo institutions.
8. Kosovo institutions commit to select the best/highest ranked candidate from the shortlist prepared by the Implementing Partner.
9. The Assembly of the Republic of Kosovo commits to implement recommendations on the Implementing Partners report and re-run processes if no good candidates are identified, in accordance with the relevant legislation in force.
10. The British Embassy Pristina, in partnership with the Assembly of the Republic of Kosovo, undertake to communicate the results of this process to relevant institutions and the wider public in a transparent and fair manner.
11. Commission Panels, as per the law, will be appointed in time from the relevant Kosovo institutions. Panels will reflect gender diversity and may have in its composition NGOs from the relevant field, to monitor recruitment processes.

Article 4
Additional monitoring of the project

The Assembly of the Republic of Kosovo commit to give an observer status and full access to local NGOs interested to monitor recruitment processes across targeted Kosovo institutions.

Article 5
Termination

1. The Parties may end their participation in this arrangement by giving one month's written notice to the Implementing Partner and other Parties, in the following circumstances:

- 1.1 Failure to implement the project according to this memorandum.
- 1.2 A significant failure by the Implementing Partner to meet any of the commitments in this memorandum.
- 1.3 Force majeure.
- 1.4 Where any changes occur which, in the opinion of the Parties, impairs significantly the value of the contribution of the project towards the desired objective.

Article 6
Disputes

Any eventual disputes between Parties shall be resolved by negotiation and agreement.

Article 7
Duration

This memorandum will come into effect upon signature by all three Parties and provides funds for the period from 11 September 2018 until 31 March 2020.

Article 8
Copies of the memorandum

The memorandum signed in two identical copies, one for each Party.

Article 9
Entry into Force

This memorandum shall enter into force and effect on the date in which it is duly signed by all Parties.

Annexes

- Annex A The Project Terms of Reference
- Annex B The List of Agreed Senior Vacant Positions


IN WITNESS WHEREOF, the duly authorized representatives of the Parties affix their signatures below.

Assembly of the Republic of Kosovo

Kadri Veseli

President

*The Government of the United Kingdom of
Great Britain and Northern Ireland
represented by the British Embassy*

Ruairi O'Connell

Ambassador

Date: 11 September 2018

Date: 11 September 2018