

## **Update on Recruitment of Members of Public Boards**

Currently we as Implementing Partner for the British Embassy senior recruitment project are involved in supporting the recruitment of Board Members for:

- Kosovo Energy Corporation (KEK)
- Kosovo Telecom
- Hidro-Economic Enterprise “Iber Lepenc”
- Regional Water Company “Prishtina”
- Independent Commission for Mines and Minerals.

There have been large numbers of applicants for each of these Publicly Owned Enterprises. There are five different Appointments Commissions responsible for these recruitment processes.

There are several instances where an individual has applied for more than one Board. The Board advertisements which set the eligibility requirements are the same in all instances.

The role of the Implementing Partner is to promote merit-based recruitment and therefore the fairness and consistency of practice is important in achieving this.

In some cases an individual has been considered to meet the eligibility requirements by one Commission but not by another. We have noted that this can be for justifiable reasons in some situations e.g. a candidate may have submitted different documentation for different Boards; or a candidate’s experience may have been considered relevant to one enterprise but not to another.

Whilst each Commission has acted consistently within itself, and all Commissions have operated with care, diligence and good faith, differences in interpretation are still possible. Where we, as the Implementation Partner, have been aware of inconsistencies across Commissions these have been highlighted at the time. However, we are aware that there remain some instances where applicants have been successful in one application but not another.

The Implementing Partner through the British Embassy sought ways in which inconsistencies across Commissions could be reconsidered and addressed. However, once each Commission has concluded its individual process, it was not legally possible to have decisions reconsidered at that time. At this stage, the appropriate process to have a decision reconsidered is the appeals process

The Office of the Prime Minister (OPM) has set up an appeals process for these board recruitments. OPM is publishing the list of names of candidates that have been shortlisted for the positions in relation to the published criteria. The Commission Chairs have advised that the appeals process is the appropriate place for candidates to query any concerns they may have about the decisions reached by the Commissions. Appeals are being seen as a positive way in which to ensure the right outcomes for all applicants – this is a way to have a decision reconsidered when there is a genuine reason to believe there may have been an error or inconsistency.