

Pilot Project: Validation of the Competency Model

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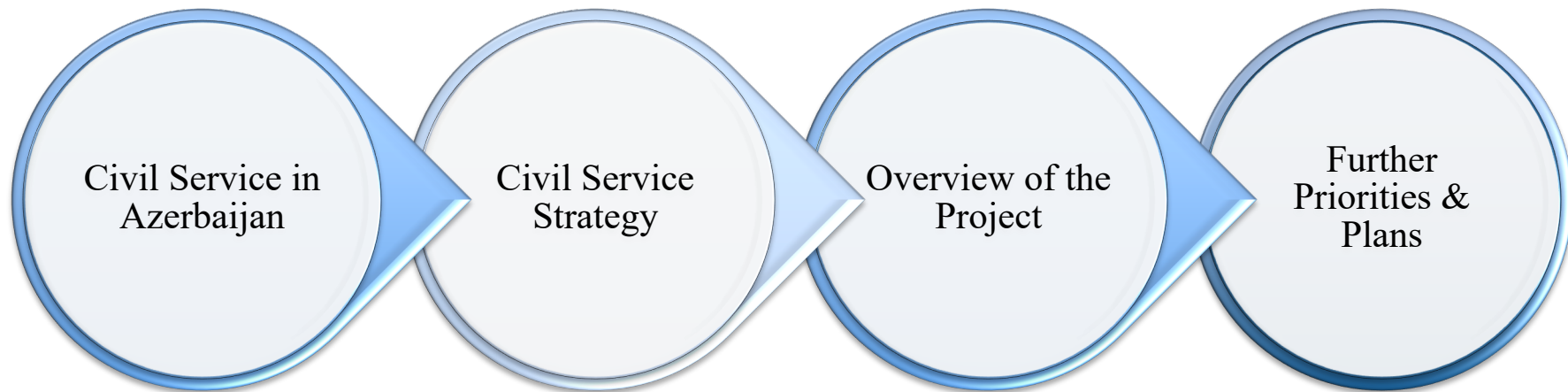
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CONTENT



CIVIL SERVICE RECRUITMENT & PROMOTION

Recruitment

- **Examination** (A type - administrative-leading positions (management), B type - administrative-executive positions)
- **Certification** (Successful candidates passing the test stage receive a certificate with the validity period of five years)
- **Interviews**

Conduction of inter-views:

- Involvement of the independent experts and NGO representatives
- Video recording
- Pre-prepared interview programs
- Consideration of the appeal on the interview results

Promotion:

- Based on interview results

1,551	Candidates passed the test
734	Candidates appointed to vacant positions
22,491	Total number of civil servants in the country

2020 STATS



Civil Service Strategy Projects

*The Strategy for Civil Service Development
in the Republic of Azerbaijan for 2019-2025*

**“Validation of the
competency model”**

**“Implementation of
internal audit system”**

**The new model of
exams for recruitment
& promotion**

**Reinforcement of the
digitalization**



SIGMA

Creating Change Together



A joint initiative of the OECD and the EU,
principally financed by the EU





Overview of the Project

(List of competencies prepared – desktop research)

Leadership

Empathy

Analytical thinking

Problem-solving

Teamwork

Communication, etc.

28
Competencies



Overview of the Project (1)

(purpose & pilot state bodies)

Purpose:

to identify the behaviors that make the work more effective and thus to confirm the competencies required to hold the relevant positions in civil service

*The State
Examination
Center*

*The Ministry of
Economics*

*Food Safety
Agency*

*Baku Court of
Appeal*

*The State Agency
for Public
Service and
Social
Innovations*

*The Ministry of
Labor and Social
Protection*





Overview of the Project (2)

(stats in numbers)



Timeline
May 2020-
December 2021



Involved staff
150



**Trainings
conducted**
8



**Interviews
conducted**
68



To be conducted
48





Overview of the Project (3)

(methods used)



Critical Incident Interviews

- *Task analysis technique where effective and ineffective job performance behaviors are determined & identified through personal narrative*



Visionary Interviews

- *To identify the future strategy and ensure that the Competency Framework will be relevant in years to come*



Focus Groups

- *To identify and explore how people think, behave and react to certain issues*



Overview of the Project (4) (next steps)

Finalizing the competency-based interviews



Reviewing the videos & notes of interviews



Finalizing descriptions of behaviors



Grouping of behaviors & validating the list of competencies



Further priorities and plans

Competency Model Application





Thank you for your attention!

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