

# **OHR Urges Qualified Candidates to Apply for Crucial Civil Service Position**

The OHR welcomes the Federation Government's extension of the application period for the Head of the Federation Civil Service Agency. Getting the Civil Service Agency up and running is essential because this agency will lead a systematic overhaul of, and improvement in, the services that are offered to Federation residents across the whole range of activities through which civil servants serve members of the public.

As part of BiH's public administration reform, the High Representative is determined to help the domestic authorities build up a modern, professional and merit-based civil service throughout the country, which will eventually lead BiH into the European structures and provide the citizens with the services they need.

The successful candidate for the position of Head of the Civil Service Agency will have to show that he or she fully understands the role of the Agency and can offer the vision and leadership that will make the agency effective in reforming public administration and promoting good governance. The Head of the Agency will also have to work effectively with other civil servants and with government leaders to take the process of reform forward and will have to make the best use of BiH's access to international funds.

The International Community fully supports this reform process, and the UNDP has pledged to support the establishment of the newly created Agency with technical assistance and

worldwide expertise and financially. The International Community expects the Federation Government to continue to fulfill the criteria necessary to maintain this support including participation of the IC in the recruitment process, adherence to modern personnel management procedures and readiness on the part of the members of the selection committee to undergo training before conducting the recruitment.

The International Community appeals to all qualified BiH citizens, in BiH or abroad, to consider applying for this crucial position.

The FBiH Government will conduct a recruitment procedure following the expiration of the application period, with the assistance of UNDP and the OHR. This will follow the principles of merit and professionalism as enshrined in the civil service law and the guidelines to be developed by the independent selection committee.

The deadline for applications is 31 August 2003. Interested qualified candidates are invited to submit a resume and letter of interest to the FBiH Government/ Selection Panel for the appointment of the Director of the Agency for Civil Service.