



British Embassy  
Pristina

REPUBLICA E KOSOVËS-REPUBLIKA KOSOVO-REPUBLIC OF KOSOVO  
KUVENDI I REPUBLIKËS SË KOSOVËS  
SKUPŠTINA REPUBLIKE KOSOVA  
ASSEMBLY OF REPUBLIC OF KOSOVO  
Zyra për Propozime dhe Parashtrasa-Kancelarija za Predloge i Predstavka-Table Office

Nr. Prot.  
Br. Prot.  
Prof. No: 07/397/D0-268

Nr. i faqeve  
Broj stranica  
No. pages: 02

Data  
Datum  
Date: 02.07.2020

PRISHTINË - PRISTINA - PRISTINA



Republika e Kosovës  
Republika Kosova - Republic of Kosovo  
Kuvendi - Skupština - Assembly

2 July 2020  
Pristina

## Memorandum of Understanding

between

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 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"; 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

1. In compliance with the relevant legislation in force, the purpose of this memorandum of understanding is to support joint efforts to ensure 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 for 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 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. In concrete terms, however, the project aims to establish 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 vacant senior 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.
5. If the state of the COVID-19 public health emergency remains the same or deteriorates, and possibilities for travel remain limited, the external Implementing Partner will assist the technical recruitment processes for identified positions remotely, through video conferencing from the United Kingdom by:
  - a) mentoring and advising recruitment commissions in preparing vacancy notices,
  - b) monitoring sifting and shortlisting of applications,
  - c) monitoring interviews of candidates,
  - d) recommending successful candidates.

### **Article 3 Obligation**

1. The Parties will agree a common list of vacant senior positions, the recruitment of which will be supported by this project. The agreed list must be compiled in collaboration with institutions for which recruitment processes are required.
2. Subject to available funding, additional positions may be added to the agreed list of vacant senior positions based on the request of one of the Parties, and consent of the other.



3. The Implementing Partner will run and continuously update a website to inform media and interested parties of: the list of recruitment processes supported by the project; the composition of recruitment panels; recruitment timelines; final results and recommendations of the recruitment processes; MoUs signed with Kosovo institutions; dates of training, and any other events or relevant information related to the project. The website will also include a link in the official website of the Kosovo institutions.
4. The Assembly of Kosovo must inform institutions on the agreed list (Annex B) about the British Embassy's engagement and ensure that recruitment processes are undertaken and monitored strictly by the Implementing Partner.
5. The Assembly of Kosovo undertakes to ensure the project is implemented in a timely, transparent, and impartial manner.
6. The Assembly of Kosovo undertakes to facilitate the implementation of the project, and ensure the Implementing Partner: is involved in all recruitment processes from the beginning of the process; has full access in the technical recruitment processes of the agreed positions; has full access to necessary information; and has the full support of the Assembly and institutions in the process of providing such assistance, in accordance with the relevant legislation in force.
7. Should the implementing partner be required to work remotely because of the COVID-19 situation, the Assembly of Kosovo undertakes to find suitable spaces that meet the conditions of social distancing, and are equipped with all the necessary technological equipment - computers, cameras, microphones - that enable remote communication between the implementing partner and the Commissions during the shortlisting of applications and interviewing of candidates.
8. After every round of recruitment, the Implementing Partner will prepare a short list of candidates which shall be offered for consideration to the relevant commission. The final selection of the successful candidate - from the shortlisted candidates who meet the criteria - will be made by the relevant Kosovo institutions.
9. Kosovo institutions commit to select the best/highest ranked candidate from the shortlist prepared by the Implementing Partner.

10. The Assembly of Kosovo commits to implement recommendations of the Implementing Partner provided in the report, and to re-run processes if no suitable and qualified candidates are identified, in accordance with the relevant legislation in force.
11. The British Embassy Pristina, in partnership with the Assembly of Kosovo, undertake to communicate the results of this process to relevant institutions and the wider public in a transparent and fair manner.
12. Commission Panels, as required in law, will be appointed in time by the relevant Kosovo institutions. Panels will reflect gender diversity and may include representatives of NGOs from a relevant field, to monitor recruitment processes.

**Article 4**  
**Additional monitoring of the project**

1. The Assembly of Kosovo commit to provide observer status and full access to local NGOs interested in monitoring recruitment processes in Kosovo institutions covered by this project.

**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 the other Party, in the following circumstances:
  - a) Failure to implement the project according to this memorandum.
  - b) Lack of funding to support the continuation of this project.
  - c) A significant failure by the Implementing Partner to meet any of the commitments in this memorandum.
  - d) Force majeure.
  - e) 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**

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



**Article 7**  
**Duration**

1. This Memorandum of Understanding will enter into force on the date of signature by the Parties, and will last throughout the mandate of the Assembly of Kosovo in place at the time of signing.

**Article 8**  
**Copies of the memorandum**

1. The memorandum will be signed in three identical copies, one for each Party.

**Article 9**  
**Entry into Force**

1. 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 Vacant Senior Positions

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

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



*Nicholas Abbott  
Ambassador*

*For the Assembly of the Republic of Kosovo*



*Vjosa Osmani  
Speaker of the Assembly*



## Assembly

<b>Position</b>	<b>Institution</b>
Ombudsperson	Ombudsperson Institution
Chair	Review Commission of the Water Service Regulatory Authority
Commissioner	State Agency for Personal Data Protection
Member	The Independent Commission for Mines and Minerals
Member	Independent Oversight Board for the Civil Service of Kosovo
Member	Independent Media Commission
Member	Kosovo Radio Television
Member	Appeals Board - Independent Media Commission
Member	Kosovo Pension Savings Trust
Member	Energy Regulatory Office
Member	Kosovo Competition Authority
Member	Procurement Review Body
Member	Free Legal Aid Agency

\* And other senior management positions at the request of the Assembly.

