

Human Resources Management Development Portfolio in Romania



Recruitment

Output name	Description
Technical Assistance: Developing a Unitary Human Resources Management System Within the Public Administration	
Defining a model for the national contest (<i>June 2020 - Output 4.1 (a)</i>)	The report proposes a detailed model for operationalizing the first phase of the recruitment in the civil service (the national competition). It builds upon a review of international experience, an analysis of the current recruitment system and a cost analysis. The competency framework is at the center of the proposed model, as its primary objective is to facilitate meritocratic, transparent and results oriented HRM processes.
Draft HRM manual on the new Recruitment Model (<i>February 2021 - Deliverable 4.1 b)</i>)	The manual supports the operationalization of the national competition by proposing the procedural approach and possible tools for the operational steps of the recruitment process.
IT Architecture for the National Contest information system (<i>May 2022 - Deliverable 4.2)</i>)	This report provides a proposed IT architecture for the National Contest, based on the model defined in Deliverable 4.1 a - Recruitment model.
Integration in HRMIS (<i>May 2022 - Deliverable 4.3)</i>)	The report provides technical recommendations on integrating the National Contest information system into the existing HRM IT landscape and offers recommendations on new software components for existing IT solutions to support critical HRM processes.
Input for an IT handbook on the IT system for the National Contest (<i>June 2022 - Complementary, under Deliverable 4.2)</i>)	Provides proposals for an IT handbook on the IT system for the National Contest.
Report on e-learning module: Recruitment, Competency Framework (<i>June 2022, Complementary 2.5)</i>)	Provides a description of the e-learning modules on the proposed Competency Framework and the new Recruitment system, including context and purpose. The e-learning modules present the findings and recommendations of the main thematic areas.
<u>Selecting the Right Staff and Keeping them Motivated for a High-performing Public Administration in Romania: Key Findings from a Public Administration Employee Survey</u> (<i>April 2021</i>)	Presents the survey findings on the various human resource management practices in an integrated and problem-driven manner, through the lens of the two key drivers of performance: selecting the right staff and keeping them motivated.
Technical Assistance: Strengthening the Administrative Capacity of the National Agency for Civil Servants (NACS)	
<u>Recommendations for a branding and communications strategy for the NACS, including communication plan for the National Contest</u> (<i>November 2022, Deliverable 1.4.2)</i>)	Provides recommendations for a branding and communications strategy for the National Agency of Civil Servants for the next six years, including communications plans. The report also aims to contribute to building NACS capacity to design and implement the proposed strategy and future communication strategies through providing a practical framework and step-by-step guidance.
Tools, guidelines and working procedures for two HRM functions (<i>April 2023, Output 2.2)</i>)	Proposed tools and working procedures primarily targeting the operationalization of the competency framework and of the national competition.