



**Memorandum of Understanding**  
**Between the**  
**Assembly of the Republic of Kosovo,**  
**The Government of Republic of Kosovo and**  
**The Government of the United Kingdom of Great Britain and Northern Ireland**  
**represented by the British Embassy**

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*The Assembly of the Republic of Kosovo, the Government of Republic of Kosovo and the Government of the United Kingdom of Great Britain and Northern Ireland represented by the British Embassy, the "Parties".*

*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**

The purpose of the memorandum of understanding is to support joint efforts at ensuring 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 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 on 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. However, in concrete terms, the project aims to set up a new standard for the recruitment process for public appointments in Kosovo.
2. An Implementing Partner selected by the British Embassy in Pristina will assist the Kosovo institutions with recruitment of Senior Vacant Positions within the civil service and independent institutions to help prevent nepotism and to strengthen transparency, meritocracy and good governance.
3. The British Embassy will engage an external Implementing Partner to assist in the technical recruitment process for the selection of 20 senior positions. In addition, the Implementing Partner will mentor and advise the local institutions related to recruitment best practice.

### **Article 3 Obligation**

1. The Parties should agree a common list of 20 Senior Vacant Positions, the recruitment of which will be supported by this project. Additional positions may be added to the agreed List of Senior Vacant Positions based on the request of one of the Parties and consent of the other two Parties, and subject to availability of funding.
2. The Kosovo Assembly and Government undertake to ensure the project is implemented in a timely, transparent, and impartial manner.
3. The Kosovo Assembly and Government undertake to facilitate the implementation of the project, and ensure the Implementing Partner has full access in the technical recruitment processes of the agreed positions; full access to necessary information; and the full support of the Kosovo Assembly, Government and institutions in the process of providing such assistance.

4. After every round of recruitment, the Implementing Partner will suggest a short list of candidates which shall be taken into consideration by the relevant commissions. The final selection of one of the short listed candidates will be made by the relevant Kosovo institutions.
5. The British Embassy Pristina, in partnership with the Kosovo Assembly and Government, undertake to communicate the results of this process to relevant institutions and the wider public.

#### **Article 4** **Termination**

The Parties may end their participation in this arrangement by giving one month's written notice to the Implementing Partner and other Parties, in the following circumstances:

1. Failure to implement the project according to this memorandum
2. A significant failure by the Implementing Partner to meet any of the commitments in this memorandum
3. Force majeure
4. 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 5** **Disputes**

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

#### **Article 6** **Duration**

This memorandum will come into effect upon signature by all three Parties and provides funds for the period from 1 September 2016 until 31 March 2017.

#### **Article 7** **Copies of the memorandum**



The memorandum signed in two identical copies, one for each party.

**Article 8**  
**Entry into Force**

This memorandum shall enter into force and effect on the date in which it is duly signed by both parties.

**Annexes**

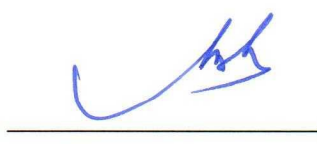
- Annex A      The Project Terms of Reference
- Annex B      The List of Agreed Senior Vacant Positions

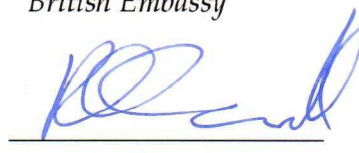
IN WITNESS WHEREOF, the duly authorized representatives of the Parties affix their signatures below.

*For the Kosovo Assembly      For Government of Republic  
of Kosovo*

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

  
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Date: 15.08.2016.