



# **REPORT**

## **ON THE PROCESS OF RECRUITMENT AND EXAMINATION OF CANDIDATES FOR STATE PROSECUTORS**

**Prishtinë, March 2022**

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## I. INTRODUCTION

Article 110 of the Constitution of the Republic of Kosovo defines the Kosovo Prosecutorial Council (KPC), as a fully independent institution in

the performance of its functions and with a mandate to recruit, propose, promote, transfer and discipline prosecutors in the manner regulated by law.

The criteria and procedures for organizing the exam and the process of recruiting candidates for State Prosecutors are defined with Regulation no. 07/2015 on the process of recruitment, appointment and reappointment of State Prosecutors, approved by the KPC on December 1, 2015.

Based on the legal mandate, KPC has organized the exam and has developed the process of recruiting State Prosecutors.

The report details the process of drafting, administering and evaluating the Exam, including the process until the recruitment of State Prosecutors.

As the main goals of this report are:

- Public and transparent presentation of the work of the Kosovo Prosecutorial Council, respectively the Recruitment Commission and the Review Commission in the process of recruiting State Prosecutors;
- Explanation of the progress achieved during the Exam administration process for candidates for State Prosecutors;
- Introduction to the brief history of the State Prosecutor Exam and organizational challenges;
- Publication of decisions / actions that precede the implementation of the Exam for State Prosecutors;
- Presentation of the stages of implementation of the State Prosecutor Exam;
- Presentation of special measures taken by the Kosovo Prosecutorial Council, to meet international standards in the organization of this exam;

## II. COMPETITION

Kosovo Prosecutorial Council on May 22, 2020 decided to announce eight (8) vacancies for State Prosecutors.

The competition was opened on June 1, 2020 and lasted until June 15, 2020. A total of two hundred and forty six (246) applicants applied for the position of State Prosecutor, of which ninety one (91) women and one hundred and fifty five (155) men, while three (3) of the applicants were from the non-majority community.

While KPC on April 27, 2021 due to the pandemic took the decision to re-announce sixteen (16) vacancies for State Prosecutors as follows:

|   |                             |   |
|---|-----------------------------|---|
| 1 | Basic prosecution Prishtinë | 4 |
| 2 | Basic prosecution Ferizaj   | 3 |
| 3 | Basic prosecution Gjilan    | 2 |
| 4 | Basic prosecution Pejë      | 2 |
| 5 | Basic prosecution Gjakovë   | 4 |
| 6 | Basic prosecution Mitrovicë | 1 |

The competition opened on May 11, 2021 and continues until May 25, 2021, notifying all candidates who had met the legal criteria during the 2020 application process that they do not need to apply again.

A total of one hundred and seventy (170) applicants applied for the position of State Prosecutor, of which eighty-three (83) women and eighty-seven (87) men, while only one from the non-majority community.

Therefore, from both competitions, a total of four hundred and sixteen (416) candidates applied for the position of State Prosecutor.

The application process this time was carried out online, enabling all interested parties to access the electronic application system.

### III. LEGAL BASIS

Pursuant to Article 7 paragraph 1 point 1.7 of Law no. 06 / L-056 on the Kosovo Prosecutorial Council, it is foreseen that the KPC decides on the organization of the exam for candidates for prosecutors, according to the regulation approved by the Council.

The Kosovo Prosecutorial Council on December 1, 2015 has approved Regulation no. 07/2015 on Recruitment, examination, appointment and reappointment of State Prosecutors which determine the rules and procedures for the process of recruitment of State Prosecutors.

## IV. PRELIMINARY ACTIONS AND DECISIONS

Pursuant to Article 16 paragraph 2 of Law no. 06 / L-056 on the Kosovo Prosecutorial Council, the Kosovo Prosecutorial Council may establish other temporary or permanent commissions as needed.

In accordance with Regulation no. 07/2015 on Recruitment, Examination, Appointment and Re-appointment of state prosecutors, the Kosovo Prosecutorial Council on April 27, 2021 has approved the composition of the Recruitment Commission, reserve members of this Commission and the composition of the Review Commission and reserve members as in following:

The Recruitment Commission has this composition:

- Mr. Aleksander Lumezi, Chief State Prosecutor / Chairman of the Recruitment Commission;
- Mr. Lulzim Sylejmani, member;
- Mrs. Arijana Shajkovci, member;
- Mr. Xhevdet Bislimi, member;
- Mr. Kujtim Munishi, member.

Reserve members:

- Mr. Idain Smailji, and
- Mr. Enver Sokoli

***The Review Commission has this composition:***

- Mr. Jetish Maloku, Chairman of the Kosovo Prosecutorial Council, Chairman of the Commission;
- Mr. Agron Qalaj, member and
- Mrs. Bedrije Sylja Alshiqi, member

Reserve members:

- Mrs. Sevdije Morina and
- Mr. Haxhi Dërguti

In accordance with Article 7 of Regulation no. 07/2015, the Kosovo Prosecutorial Council on April 27, 2021 took a decision to appoint Mrs. Ismije Maxhuni Exam Administrator to perform all necessary administrative actions, in order for the work of the Recruitment Commission to be functional.

## V. PRELIMINARY SELECTION

The Recruitment Commission after the end of the competition on May 22, 2020, has made the preliminary selection of applications, which met the criteria set in the competition.

Out of two hundred and forty six (246) applicants, including the complaints phase, only two hundred (210) of them passed this phase.

Due to the pandemic and the measures in force, the KPC with decision no. 247/2021 has re-announced the competition by notifying all candidates who had passed the preliminary stage and were on the list published in December 2020, that they do not need to apply again.

Also, the Recruitment Commission after the end of the competition on April 27, 2021, made the preliminary selection of applications that met the criteria set in the competition.

Out of one hundred and seventy (170) applicants who had applied with the re-announcement of the vacancy, including the appeal phase, only one hundred and fifty-two (152) passed the preliminary phase.

After the completion of the complaints phase, the Recruitment Commission published the final list according to which three hundred and sixty two (362) candidates would undergo the Qualification Test.

## VI. EXAMINATION STRUCTURE FOR PROSECUTOR

The Recruitment Commission according to Regulation 07/2015 agreed to design, administer and evaluate three types of exams based on the following categories:

1. Qualifying test;
2. Written test, and
3. Oral interview.

### Aims and Objectives of each part of the Exam

#### Part 1, (Qualifying Test)

This part of the exam was designed to assess the overall skills of candidates in the field of criminal, professional ethics and human rights and had a total of 60 questions with alternative answers. To qualify the

candidates had to have at least 45 points, otherwise they would not have qualified.

### Part 2, (Written test)

This part of the exam is designed to assess the knowledge, skills and abilities of candidates for the analysis of legal problems in the field of human rights, constitutional, criminal (material and procedural) and juvenile justice.

The written exam had a total of 60 points. The exam consisted of two cases, each of which had 30 points and it was considered that the candidate to pass this stage, must get at least 40 points.

### Part 3, (Oral interview)

The oral interview contained questions that assessed their communication skills as well as their personality.

## VII. DRAFTING THE EXAM FOR A PROSECUTOR

The working table for drafting the Exam for the candidates for State Prosecutor was held from 13-16 July 2021.

In addition to the members of the Recruitment Commission and the Review Commission, the roundtable for drafting the Exam for candidates for State Prosecutors was attended by prosecutors and support staff of the prosecutorial system.

At this desk, acting Director of the PPRU at the same time the Administrator of the Exam, Mrs. Ismije Maxhuni, presented to the members of the Commission the purpose, importance and methodology of drafting the exam tests, giving the necessary instructions about the duties of the members of the Commission.

Before the drafting of the exam began, the members of the Commission and all other participating staff signed a Declaration of Confidentiality with which they undertook to maintain secrecy regarding the content of the exam and in no way to publish it.



Participants divided into groups

At this roundtable, the members of the Commission worked in three working groups, independently and in complete confidentiality, even physically far from each other. They have drafted the questions based on the applicable laws. Each group has designed questions in the same number for each part of the exam, without knowing the content of the other group's work.

For the three versions of the exam designed for the candidates, the Commission identified the legal basis and the correct answer to each question.

The purpose of designing more than one version of the exam was to keep the secret so that no one (including the committee and translators) knew which version of the exam would be used by the candidates in the exam.

Every part of the exam and at the end all the exams drafted by the working groups are reviewed for any eventual inaccuracies or grammatical errors in the wording and any questions that are considered unclear are discussed with the drafting team and any ambiguities are avoided.

The translation into Serbian of the drafted exams was done immediately by only one KPC translator. The interpreter was constantly monitored by the Exam Administrator and was not allowed to connect computers to the Internet and communicate by telephone.

At the end of each working day the drafted, revised and translated questions are placed on USB and deleted from all computers.

At the end of the drafting of the exam, all the materials found on the computers were placed only on USB, which was stored by the Chairman of the Commission.



The computers where the exam was conducted did not have internet connection and communication by phone during the drafting of the exam was prohibited.

## VIII. FORMATING, PRINTING AND STORING THE EXAM

### Exam formatting

All other work on the finalization and preparation of the exam was conducted in the building of the Kosovo Prosecutorial Council, where the necessary infrastructure was provided starting from the office for photocopying, photocopiers, paper, ink and all other necessary infrastructure.

### Photocopy of exam materials

The photocopying process was performed in the KPC building by the Exam Administrator and a KPC official, ensuring that all necessary copies were packed inside and that there was no other material in the package.

Any paper damaged during photocopying or any poorly copied paper is immediately destroyed.



Photocopy of necessary materials and copies

The storage and security of the exam was under the responsibility of the Exam Administrator, where they stayed until the moment of transportation to the place where the exam was held.

### Confidentiality and security

Maintaining confidentiality regarding exam questions and answers is considered a matter of high priority for the KPC and the Recruitment Commission. Strict rules and procedures have been applied to ensure that no information related to the exam questions or answers is disclosed to

anyone, as defined by Regulation no. 07/2015 on Recruitment, examination, appointment and reappointment of state prosecutors. This is done to ensure that none of the candidates has an advantage over the other candidates due to any prior dissemination of data related to the exam questions.

Each participant in the process of drafting and preparing the exam has signed the agreement on confidentiality, pledging not to disclose any data related to the questions and answers of the exam and fully adhering to security rules and procedures.

Other work regarding the continuation of translation, formatting, copying and closing has been completed in the KPC building where entry has been prohibited for persons other than the responsible officials and the Exam Administrator. The computers used during the exam preparation were configured without internet connection and were arranged in such a way that they could not print or copy any of the exam materials.

Exam design participants and support staff were not allowed to take them with them or insert any USB / flash, sheets or other items at the exam preparation site. All paper material created during the design and preparation of the exam has been destroyed.

## IX. PUBLICITY AND DATA TRANSMISSION TO CANDIDATES

Candidates who have met the conditions to undergo the qualifying test are informed about the rules of the exam, exam procedure, place and date of the exam and other details, through the official websites of KPC and ASP and are notified individually by e-mail.

## X. ORGANIZATION AND ADMINISTRATION OF THE QUALIFICATION TEST

After the increase of the number of cases with COVID-19 and the imposition of new restrictive measures by the decision of the Government of the Republic of Kosovo, the qualification test was held on November 21, 2021 at the Kosovo Academy for Public Safety (KAPS) in Vushtrri.

Given the situation with Covid 19 and the Government Decision regarding anti-covid measures, after the request addressed to the Ministry of Health, we were allowed to hold the Qualification Test, obliging us to strictly implement this decision.

Each candidate was required to possess one of the following testimonies:

- 2.1. Vaccination certificate for complete vaccination or receiving a dose of COVID-19 vaccine;
- 2.2. RT-PCR negative test for COVID-19, not older than 72 hours;
- 2.3. Evidence that the person has passed COVID-19 (positive RT-PCR test issued not less than 21 days and not more than 180 days or positive result of serological antibody test - IgG, issued no more than 30 days ago;
- 2.4. Rapid negative antigen test no older than 48 hours.

Of the three hundred and sixty-two (362) candidates who had met the criteria to take the qualifying test, only two hundred and seventy-seven (277) candidates took part, as the others had meanwhile withdrawn from the process.

Of this number of candidates three (3) were from the non-majority community.

The registration of candidates to undergo the qualifying test was done by the KPC staff. Due to the large number of candidates three halls were used.



Registration process

Candidates are divided into halls according to color-coded insignia which are drawn by the candidates themselves before the start of the qualifying test. The only exception was for candidates who chose to take the test in Serbian, where they were instructed to go to the same hall and thus only one Serbian translator was needed to read the test instructions at the beginning and end of the period provided for testing.



International and local monitors / observers

In addition to the exam administrator, international and local monitors were present in the hall, while KPC staff assisted in distributing and collecting exams.

Candidates have been notified in advance that they are obliged to take their identification document with them and will not be allowed any other documentation, including phone, laptop, handbag, pencil, folder or paper, etc. as defined by the Regulation.

Before the exam starts, a volunteer candidate has chosen by lot one of the three versions / groups of the qualifying test exam which would be used in the exam.



Withdrawal of the lot by the volunteer candidate

The exam is held under the general direction and supervision of the Acting Director of the PPRU appointed by the KPC as the Exam Administrator and having the authority to make the final decision in case of any violation or objection to the rules, procedures or instructions of the test as well as the staff of the KPC.

The exam was monitored by international and local representatives of the OSCE, EULEX, and the Group for Political and Legal Studies-GLPS, and was monitored by representatives of EUKOJUST and the British Embassy Axiom International Project, while security was provided by KAPS staff.

To take a closer look at the course of the exam, the Chief State Prosecutor, Mr. Aleksandër Lumezi, at the same time Chairman of the Recruitment Commission, Chairman of the Kosovo Prosecutorial Council Mr. Jetish Maloku, Chairman of the Review Commission, Chief Prosecutor of the Basic Prosecution in Prishtina, Mr. Kujtim Munishi, member of the Recruitment Commission and the State Prosecutor Mr. Lulzim Sylejmani, member of the Recruitment Commission were present.



Chief State Prosecutor, Chairman of the KPC and the Commission during the monitoring of the Qualification Test

Each candidate sat at a table for one person respecting the anti covid measures and the tables had enough space for the hall monitors to pass between them both vertically and horizontally.



Hall 1



Hall II



Hall III

In addition to the envelope in which the part of the exam was placed, the candidates were given a small envelope inside which was a blank and stamped piece of paper where the candidates had to write their name and surname.

After the exam was over the exam administrator went to each candidate and took both envelopes and wrote the same number on each envelope. This number has not been registered by anyone. Both envelopes are then placed in a box which is closed, sealed and signed by the Exam Administrator. The boxes were provided by the Administrator until they were submitted to the Commission for evaluation.

The envelope numbers were not disclosed to either the candidates or the members of the Commission in order to protect the confidentiality of the

process. No candidate was expelled due to non-compliance with the rules and none of them objected to the administration of the exam.

The introductory and concluding instructions were read by the Exam Administrator in Albanian and translated by the translators into Serbian.



Local, international monitors and support staff upon completion of the Qualification Test

## XI. ASSESSMENT OF THE QUALIFICATION TEST

The Recruitment Commission on 22 to 25 November 2021 in special areas of the KPC and with access only to authorized persons, uninterrupted and in a very professional manner has evaluated the qualifying test.

At first the Commission verified once again the correct questions and answers for which the keys for the correct answers were compiled.



Recruitment Commission and observers during the opening of the exam, verification of questions and evaluation of the Qualifying Test

The exam administrator, in front of the Commission, opened only the large envelopes, which contained the candidates' exams. Then the Commission evaluated the exams only according to the exam number in the envelope. At the time of opening the envelopes each test inside was given the same number as the envelope.

The commission worked in groups and made the evaluation using the keys of the correct answers worked at the time of drafting the exam.

Out of 277 candidates who underwent the qualifying test only 177 of them passed, while the other 100 did not pass this test.

In accordance with Regulation 07/2015 on November 30, 2021 was published the list of candidates who passed the qualifying test and the list of candidates who did not pass the qualifying test.

Candidates who did not pass the qualifying test were notified that they had the right to review their tests as well as to file a complaint to the Review Committee by 03 December 2021.

Nineteen (19) candidates used the access to the Qualification Test, while eighteen (18) complaints were received within the legal deadline.

The Review Committee in its meeting of 07 December 2021, reviewed the complaints and decided that eight (8) complaints be approved.

## XII. WRITTEN TEST

The written test was held on December 19, 2021 at the Kosovo Academy for Public Safety in Vushtrri.

International and local monitors were present who continuously monitored the progress of the test, as well as members of the Recruitment Commission.

Even in the written test each candidate was asked to possess one of the following testimonies:

- 2.1. Vaccination certificate for complete vaccination or receiving a dose of COVID-19 vaccine;
- 2.2. RT-PCR negative test for COVID-19, not older than 72 hours;
- 2.3. Evidence that the person has passed COVID-19 (positive RT-PCR test issued not less than 21 days and not more than 180 days or positive result of serological antibody test - IgG, issued no more than 30 days ago;
- 2.4. Rapid negative antigen test no older than 48 hours.

The registration of candidates to take the exam was done by the support staff of KPC and this registration started from 07:30 to 08:30 while the test started at 09:00.

One of the volunteer candidates chose by lot one of the two test groups which was used during the exam.

One hundred and eighty (180) candidates underwent the test while five (5) had withdrawn in the meantime. All candidates were provided with a summary of substantive and procedural criminal law.



Candidates during the Written Test

The first part of the test started at 09:00 and ended at 12:00. Candidates placed the first part of the exam in envelopes which they closed and went to the lunch break.

They are not allowed to go outside the KAPS center, or communicate with anyone outside the center. Before leaving, the candidates on the desk have placed the identification document in order to sit in the same places in the second part of the written test.

After the lunch break, the candidates at 13:00 returned to the hall and the second part of the test began which ended at 16:00.

Candidates after completing the second part of the exam according to the instructions received at the beginning of the test, closed the envelope and both parts of the exam sealed in envelopes (first part and second part) are placed and closed in a large envelope. In addition to the envelope in which the two parts of the exam were placed, the candidates were given a small envelope inside which was a blank and stamped piece of paper where the candidates had to write their name and surname and close it in person.

After completing the written test, the exam administrator went to each candidate and attached the large envelope in which were placed the two parts of the written test and the small envelope inside which was written the name and surname of the candidate.



After the candidates leave, under the supervision of the monitors, the Exam Administrator has placed in each large envelope and each small envelope a secret number.

The whole procedure of registration, administration, monitoring, supervision, secret of the exam and the whole process of the written test, has been the same with the qualifying test held on November 21, 2021.

### XIII. EVALUATION OF THE WRITTEN TEST

From 20 to 25 December 2021, in the premises of KPC, in special spaces with access only to authorized persons, the Recruitment Commission evaluated the written test.

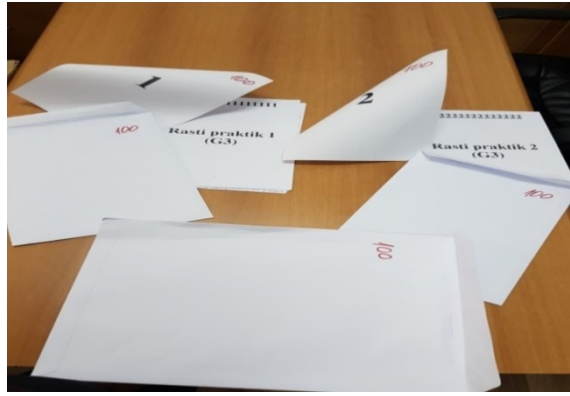
Present during the opening of the exam package was the Chairman of the KPC as well as representatives of the British Embassy Project who monitored the test evaluation process.



Recruitment Commission and monitors during the opening and evaluation of the Written Test

The assessment of the written Test was done in accordance with Regulation 07/2015. The exam administrator opened to the Commission only the large envelopes containing the written tests of the candidates. The Commission then evaluated the written tests only according to the exam number in the envelope.

At the time of opening the envelopes, each written test was given the identification number that was in the envelope, so that they could not be confused with other tests. The small envelopes containing the names of the candidates were separated and placed in a separate package.



Putting the identification number on the written test (photo taken from the 2017 report)

#### XIV. ANNOUNCEMENT OF WRITTEN TEST RESULTS

Out of one hundred and eighty (180) candidates who underwent the written test, only six (6) of them passed this part of the exam while the others failed to accumulate the required minimum points which was 40 points as provided by Regulation 07/2015.

Exam scores were verified and checked once again and a list of exam numbers only was created. Based on this list, six (6) candidates who passed this part of the exam were identified.

The small envelopes were opened by the Chairman of the Commission after the completion of the general evaluation on December 29, 2021 in order to rank and announce the list of candidates who had passed the exam.

The announcement of the preliminary results took place on December 29, 2021. Candidates were individually notified that they have the right to file a complaint to the KPC Review Commission within the deadline set by the Regulation.

One hundred (110) complaints were received within the legal deadline.

The Review Committee, after reviewing and evaluating them, decided to reject all the complainants' complaints, and notified all the complainants individually.



Observers and the Review Committee during the evaluation of complaints against the Written Test

All complainants who had requested access to the written test, this was enabled and this right on 17 January 2019 was used by twelve (12) of them.

Pursuant to Article 25.6 of the Regulation, after reviewing the complaints by the Review Committee of the Kosovo Prosecutorial Council, on 13 January 2022 the final list of the Written Test was published.

## XV. PROCESS OF ASSESSMENT OF PERSONAL INTEGRITY AND PROFESSIONAL SKILLS OF CANDIDATES

On January 18, 2021, the Recruitment Commission requested from all courts, including their branches and prosecution offices, the verification of the list of eight (8) candidates, two (2) of which in accordance with Article 37 point 3 of the Regulation.

In addition to courts and prosecution offices, verification has been requested by: Kosovo Police, Kosovo Property Agency, Business Registration Agency, Kosovo Tax Administration, Kosovo Customs, Kosovo Cadastral Agency, Anti-Corruption Agency, Kosovo Chamber of Advocates and Central Election Commission.

The procedure for assessing the personal integrity and professional skills of candidates, as provided by the Regulation, is done by verifying the information provided by the candidate and any other relevant information that the Recruitment Commission decides to request.

Information related to work experience and performance, publications and professional and academic documents, information on possible disciplinary measures, conduct outside the office, history of criminal past, etc. should be collected in accordance with the legal provisions that protect human rights and freedoms and in order to provide relevant information to reveal the personality, professional and personal experience of the candidate.

Following the verification process, all candidates were notified of the date and time of the interview as well as of the right set forth in Section 21.6 of the Regulation<sup>1</sup>.

This right was exercised by all candidates who expressed interest in viewing their personal file, as well as the documentation collected about their personal and professional past.

## XVI. INTERVIEW

Interviews were conducted on 02 and 03 March 2022. All candidates were interviewed by asking standard questions in order for the Commission to produce information relevant to the appointment criteria, as provided in the Law on the State Prosecutor and the Law on the KPC.

The interview, assessment of personal integrity and professional skills according to the Regulation, is evaluated at most 40 points, of which at most 15 points are provided for the assessment of personal integrity.



Recruitment Commission during the interviews

At the end of the interview for each candidate, the members of the Commission filled in the evaluation form, scoring the points for the candidates individually and signing their evaluations.

Oral interviews were monitored by representatives of EULEX, GLPS and observed by representatives of EUKOJUST.

## XVII. PRELIMINARY RESULTS

The Recruitment Commission after the completion of the oral interview has prepared and announced the preliminary results in accordance with the Regulation.

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<sup>1</sup> Article 21.6 of Regulation 07/2015-Candidates have the right to be notified and view the collected documents and draft documentation no earlier than 10 days and not later than 5 days before the oral interview.

To the results of the written test were added the results of the oral interview and from the total of these results was made the ranking of the most successful candidates according to article 24 point 2 of the Regulation<sup>2</sup>.

Candidates had the right to file a complaint against these results to the Review Committee of the Kosovo Prosecutorial Council.

## XVIII. REVIEW COMMITTEE

Pursuant to Article 25 of the Regulation, candidates have the right to file a complaint within three (3) days from the day of publication of the preliminary results of the exam.

Within the deadline set by the Regulation, the Kosovo Prosecutorial Council Review Commission did not receive a complaint.

## XIX. PROPOSING THE LIST OF CANDIDATES IN THE KOSOVO PROSECUTORIAL COUNCIL

In accordance with the Regulation on Recruitment, Examination, Appointment and Reappointment of State Prosecutors, the Recruitment Commission will prepare the list of proposals of candidates for State Prosecutor in the Basic Prosecution Offices of the Republic of Kosovo.

This list will be submitted to the Kosovo Prosecutorial Council at the next meeting.

## XX. FINAL RESULTS OF THE EXAM

As the Review Committee had no complaints to deal with, the Kosovo Prosecutorial Council, in accordance with the Regulation, will publish the final results of the examination.

## XXI. SPECIAL MEASURES TAKEN TO MEET INTERNATIONAL STANDARDS

In order to achieve the highest standards for organizing the exam for prosecutors, the Kosovo Prosecutorial Council has taken these measures:

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<sup>2</sup> Article 24.2 of Regulation 07/2015 “The exam is considered to be passed by the candidates who have achieved the highest results and are within the number of candidates determined by the KPC by competition provided that they have achieved at least 60 points in the written exam, oral interview and assessment of personal integrity and professional skills”.

- ✓ Several sets of exams have been designed in order to have a wider selection of questions and less opportunity for the drafter himself, the commission or the KPC staff to know the content of the parts that would be used on the day of the exam.
- ✓ The qualifying test had three groups and the written test had two groups where the candidates on the day of the tests were allowed to select the group of questions by lot.
- ✓ The qualifying test included candidates' general knowledge of criminal law (material and procedural) including human rights and professional ethics. While the written test included the knowledge of the candidates about the description of the factual situation and the application of substantive law, procedural law, decision structure, evaluation and analysis of evidence, argumentation and logic for reasoning, understanding and the way of writing in order to evaluate versatile of candidates.
- ✓ The members of the Commission did not know which sets of exams will be used by the candidates on the day of the first and second exam.
- ✓ Photocopies of the tests were made by the Exam Administrator and a KPC official.
- ✓ The translation of the tests was done on special computers which were not connected to the network.
- ✓ Interpreters are not allowed to use the phone or have USB, or any other device that can record or transfer exam materials.
- ✓ After the candidates have completed the exam all the tests are placed in a large envelope (A3) which has received a number which neither the candidates nor the members of the commission knew.
- ✓ The small sealed envelopes inside which on a piece of stamped paper was written the Name and Surname of the candidate, received the same number as the large envelope with tests, at the moment when the candidates submitted the test to the exam administrator.
- ✓ The tests were evaluated by the members of the KPC commission impartially, and confidentially without recognizing the identity of the candidates.
- ✓ The Qualifying Test and the Written Test were supervised by international monitors such as OSCE, EULEX, and GLPS and observed by Axiom international and EUKOJUST.

- ✓ Oral interviews were monitored by representatives of EULEX, GLPS and observed by representatives of EUKOJUST.
- ✓ All the necessary materials for the exam were provided by the KPC and the candidates were not allowed to bring anything with them during the exams.

## XXII. ACKNOWLEDGMENTS FOR SUPPORT

Kosovo Prosecutorial Council expresses gratitude for the support provided during the examination process by local institutions and organizations as follows:

- Kosovo Academy for Public Safety in Vushtrri (ASKP);
- Organization for Security and Co-operation in Europe (OSCE);
- EULEX;
- Axiom international;
- EUKOJUST;
- Academy of Justice;

## XXIII. COMMENTS FROM INTERNATIONAL MONITORS

International monitors have estimated that despite the pandemic situation and the very large number of candidates in the process, the exam was designed, organized and administered in accordance with internationally accepted standards.

## XXIV. CONCLUSION

Despite many challenges, including the situation with Covid 19, the Kosovo Prosecutorial Council Recruitment Commission has successfully designed, administered and evaluated the exam for prosecutors, for all candidates with professionalism, impartiality, and transparency throughout the process.

The result of this process is the preparation of the final list addressed to the KPC with the names of successful candidates to start their duties as prosecutors, who will protect human rights and the rule of law.