



# Twinning and TAIEX projects in the activity of the State Examination Center of the Republic of Azerbaijan

Kiev, Ukraine  
07.12.2017

# State Examination Center (SEC)

- Established on April 2016
- Public Legal Entity
- Board of Directors
- Central office
- Regional offices
- Magazine

DÖVLƏT  
İMTAHAN  
MƏRKƏZİ



# Functions of SEC

## Assessment:

- Curriculum Assessment
- Textbook Assessment
- School Leaving Examination
- Aptitude assessment
- Practice tests
- Recruitment test

## Admissions:

- Undergraduate
- Graduate
- Residency
- VET

## Civil Service:

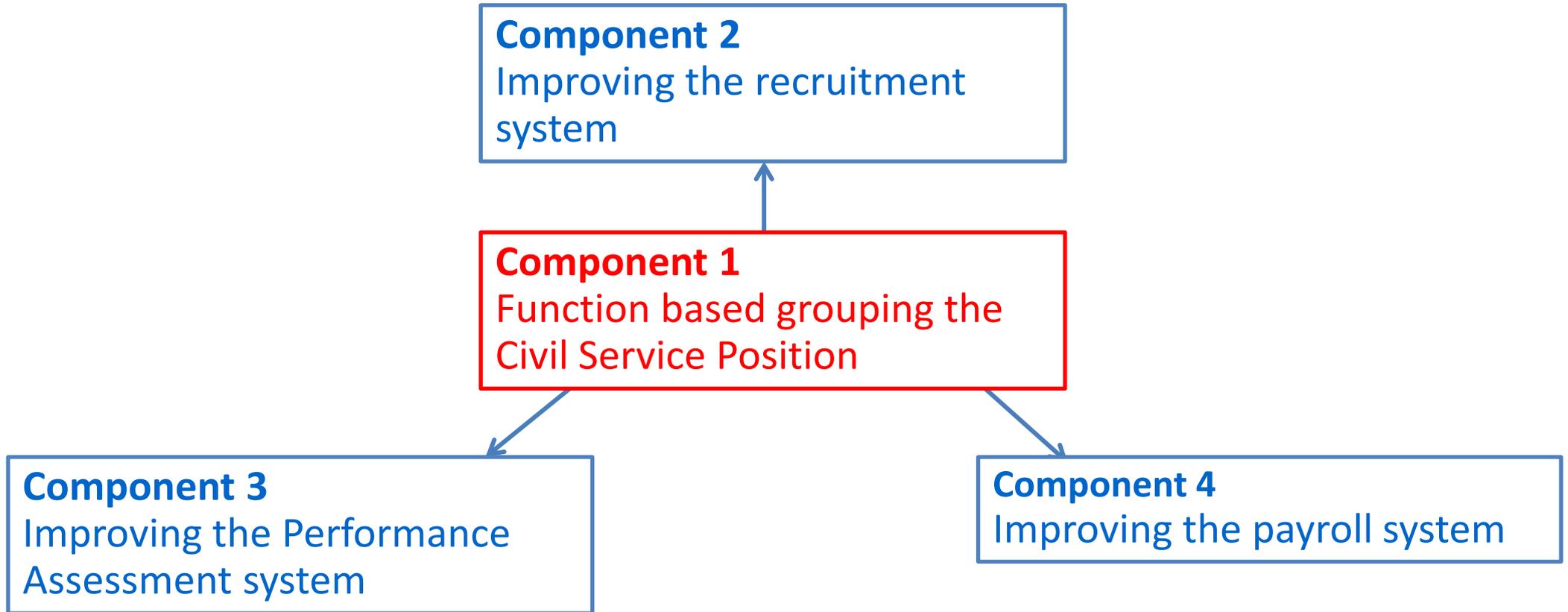
- Civil Service Policy
- Recruitment
- Certification
- Legislation
- Ethic Conduct
- Registry of Civil Servants
- Performance Assessment
- Professional Development

# Twinning in SEC

**Twinning Project on  
«Support to further Civil Service Reforms in Azerbaijan»  
(17.11.2016-16.11.2018)**



# Components of the Twinning Project



# Pilot Projects



**Ministry of Economy**



**Ministry of Labor and Social  
Protection of Population**



**State Agency on Public Services  
and Social Innovations**

## Development of Job Profiles on Crosscutting Areas of Activity

- Similar basic job functions
- Similar education requirements
- Similar experience requirements
- Similar competencies

## Development of Job Profiles on Specific Areas of Activity

- Partly similar job functions
- Similar experience requirements
- Partly similar competencies

# First results

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- **New experience requirement developed and the necessary legal amendments were proposed**
- **New job profile forms were developed**
- **CS Positions are being grouped based on content of the functions**
- **Group of position with management functions are grouped in a separate group**
- **Concept of the Assessment Center is being developed**

# TAIEX in SEC

## Expert mission on “e-marking” system of the SEC (September 25-28, 2017)



### Mission covered:

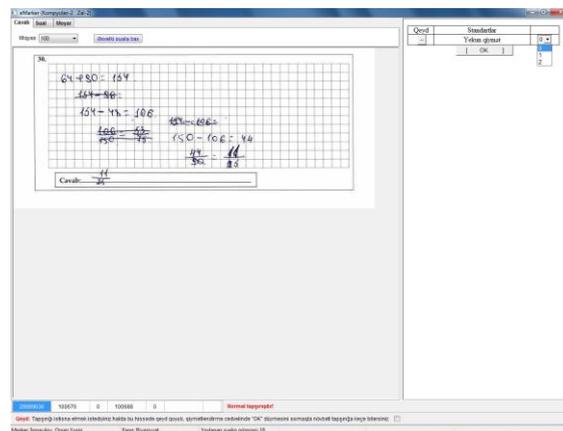
- E-marking
- Post exam appeals
- Publishing and scanning of exam materials
- Exam result analysis
- Effectiveness of test and assessment criteria
- Development of assessment materials
- Preparing and improving assessment criteria for written exams
- Training, development and performance management of markers

# E-marking system of SEC



Answer sheets are scanned and personal information is deleted

Scanned documents are delivered to the markers



Marking is done with the special software

# Results of TAIEX

- **Very positive feedback on the overall activity of SEC and its “e-marking” system**
- **“Over-diligent” e-marking using double checking**

## **Areas for development:**

- **Development of simple tool for delivering the result analyzes**
- **Strengthening the capacity building activities in the field**

# Thank you for your attention!

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