
Apply online – easy access to jobs within state administration

<http://prijava.ads.gov.mk>

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Civil Servants employment procedure (history)

1. Public job announcement in 2 daily newspapers
2. Receiving applications
3. Testing qualified candidates – on paper
4. Making list of min_5 candidates to the state bodies
5. If there is no 5 candidates “go to 1”
6. Final decision in state bodies

Civil Servants employment procedure (key reengineered points)

1. Put job announcements online
2. Apply only by completing simple form, without documents
3. Invitation for test by e-mail and SMS
(implemented September 2007)
4. Testing on the computer
5. Making list of max 5 best candidates

Selected Job Clubs



Home



**Access <http://prijava.ads.gov.mk>
from any Internet connection**



**Selected Citizen
Information Centers**



Internet Cafe

All Jobs Are Listed In One Place

The screenshot shows a Microsoft Internet Explorer browser window displaying the website of the Agency for State Employees (Агенција за државни службеници). The browser's address bar shows the URL <http://prijava.ads.gov.mk/Default.aspx>. The website header features the agency's logo and name in Macedonian, along with navigation links for 'Најави се', 'Помош', and 'Излез'. The main content area is titled 'Листа на огласи' (List of advertisements) and includes a dropdown menu to filter by organization. Five job listings are visible, each with a unique ID, the responsible organization, the publication date, and the application deadline. A right-hand sidebar contains a 'Главно мени' (Main menu) with links to 'Листа на огласи (5)' and 'Симулации', and a 'Сортирање на листата' (Sort the list) section with dropdown menus for sorting by 'Датум на публикување' and 'опаѓачки редослед'. The Windows taskbar at the bottom shows the Start button, several open applications, and the system clock displaying 15:30.

Агенција за државни службеници - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back Forward Stop Home Search Favorites Refresh Print Mail W Word Excel Bluetooth

Address <http://prijava.ads.gov.mk/Default.aspx> Go Links Norton AntiVirus

АД АГЕНЦИЈА ЗА ДРЖАВНИ СЛУЖБЕНИЦИ

Најави се Помош Излез

Листа на огласи

(Прикажи ги огласите од сите Органи)

- **81/2006** - [Аплицирај](#)
Орган : Министерство за економија
Публикуван на : 18.04.2006 Прием на апликации до : 26.04.2006
- **77/2006** - [Аплицирај](#)
Орган : Министерство за надворешни работи
Публикуван на : 15.04.2006 Прием на апликации до : 22.04.2006
- **80/2006** - [Аплицирај](#)
Орган : Министерство за финансии-Управа за јавни приходи
Публикуван на : 12.04.2006 Прием на апликации до : 20.04.2006
- **75/2006** - [Аплицирај](#)
Орган : Министерство за правда
Публикуван на : 11.04.2006 Прием на апликации до : 19.04.2006
- **78/2006** - [Аплицирај](#)
Орган : Министерство за земјоделство, шумарство и водостопанство
Публикуван на : 11.04.2006 Прием на апликации до : 19.04.2006

Главно мени

- Листа на огласи (5)**
Ја прикажува листата на сите Огласи.
- Симулации**
Симулации на тестови составени од прашања од општ дел.

Сортирање на листата

Сортирана по

Датум на публикување

во

опаѓачки редослед

Internet

start Inb... Micr... Are... appl... Tec... EN ? Norton 15:30

One On-line Application Replaces Many Documents

The screenshot shows a Microsoft Internet Explorer browser window displaying the website of the Agency for Civil Servants (Агенција за државни службеници). The browser's address bar shows the URL: <http://prijava.ads.gov.mk/newapplication.aspx>. The page title is "Пријава за работно место (1/4)".

The main content area displays the following information:

- 183/2006**
- Орган : Министерство за финансии - Дирекција за спречување на перење пари
- Публикуван на : 03.11.2006 Прием на апликацији до : 11.11.2006

Below this information is a form titled "Лични податоци за кандидатот" (Personal data of the candidate) with the following fields:

Име	Презиме	Пол
<input type="text"/>	<input type="text"/>	<input checked="" type="radio"/> Машки <input type="radio"/> Женски
Роден-а (ДД.ММ.ГГГГ)	ЕМБГ	
<input type="text"/>	<input type="text"/>	
Адреса на живеење (улица и број)	Место на адреса на живеење	
<input type="text"/>	<input type="text"/>	
Контакт адреса (улица и број)	Место на контакт адреса	
<input type="text"/>	<input type="text"/>	
Телефон за контакт	e-mail	
<input type="text"/>	<input type="text"/>	

At the bottom of the form, there are navigation links: "Претходен чекор" and "Следен чекор".

On the right side of the page, there is a "Главно мени" (Main menu) with the following items:

- Листа на огласи (1)**: Ја прикажува листата на сите Огласи.
- Симулации**: Симулации на тестови составени од прашања од општ дел.

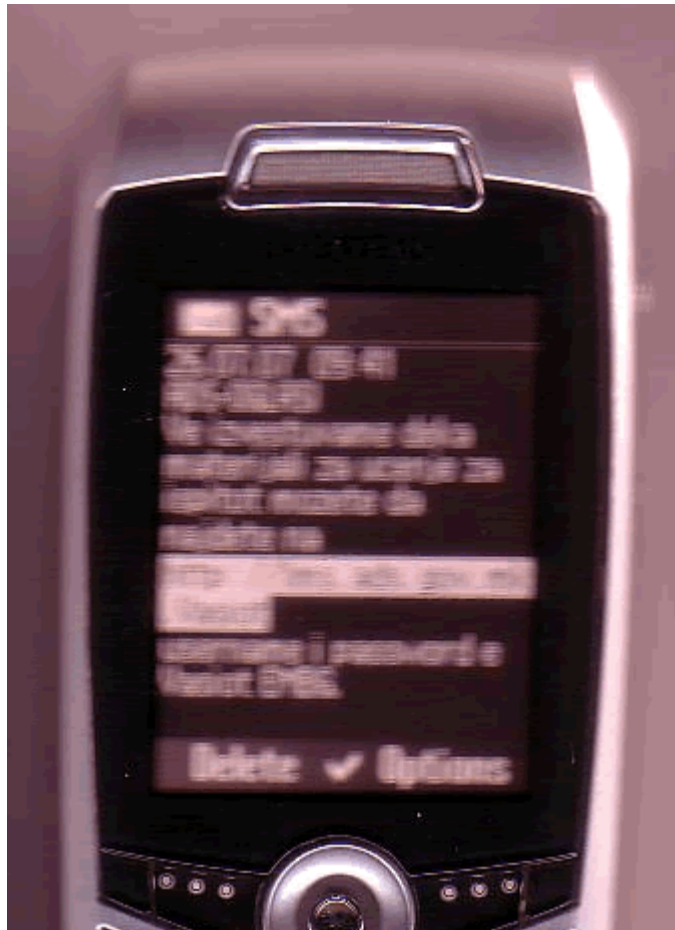
The browser's taskbar at the bottom shows the Start button, several open applications (Inbox, e-society, ApplyOnLine, MI presentaci), and the Agency for Civil Servants. The system clock shows 13:58 on 11/11/2006.

Efficient & Transparent Employment Process

The system covers all recruiting tasks performed by the Civil Servants Agency (back-office)



SMS, e-mail invitation for test



Efficient & Transparent Testing Process



Allows applicants to sit for the required exam on the computer

Results are calculated automatically and published immediately after pressing the “complete” button

Applicants can view a testing simulation and find out how easy is to take the test

The screenshot shows a Microsoft Internet Explorer browser window displaying a testing simulation page. The browser's address bar shows the URL: <http://prijava.ads.gov.mk/simulacii/taketest.aspx>. The page header features the logo of the Agency for State Officials (ADS) and the text "АГЕНЦИЈА ЗА ДРЖАВНИ СЛУЖБЕНИЦИ".

The main content area is titled "Симулација" (Simulation) and contains a question titled "Прашање бр. 9" (Question No. 9). The question text is "Носител на законодавната власт во РМ е" (The holder of the legislative power in the RM is). Below the question, there are three radio button options:

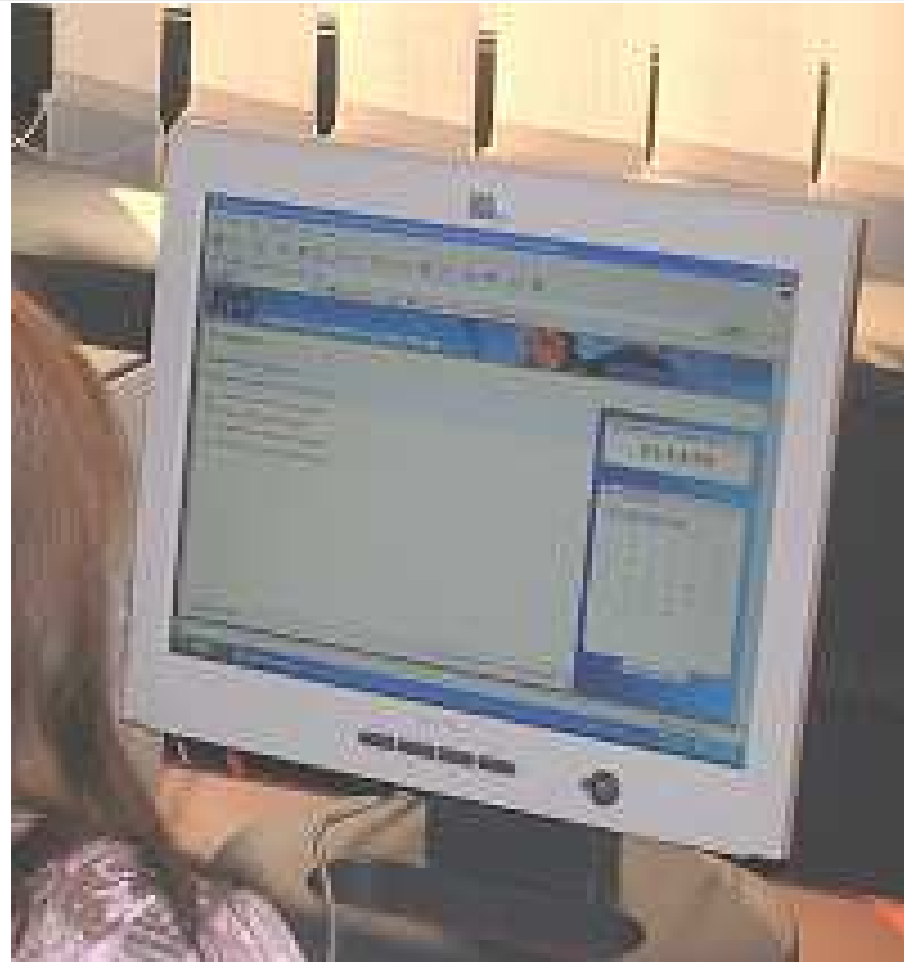
- Претседателот на Републиката (The President of the Republic)
- Собранието (The Assembly)
- Владата (The Government)

On the right side of the page, there is a timer labeled "Преостанато време до крај на тестот" (Remaining time until the end of the test) showing "00:34:53". Below the timer is a "Листа на прашања" (List of questions) grid with 10 numbered boxes. The grid is as follows:

1	2	3	4	5	6
7	8	9	10		

At the bottom of the right sidebar, there is a button labeled "Заврши го тестот" (Finish the test). The page footer indicates "Прашање: 9 / 10" (Question: 9 / 10) and "Copyright 2005 NextSense". The Windows taskbar at the bottom shows the Start button, several open applications, and the system clock displaying "09:08".

Test in CSA premises



Applicants are Benefiting



No long hours waiting in lines to get forms and complicated procedures to submit the completed forms which cost about **5000 MKD (\$100)**

No need to wait the usual ten days to receive test results

Reassuring to know that the human factor has been removed from the testing phase

State bodies Benefiting

Recruitment process
has been shortened

Quantity and Quality
of candidates
improved



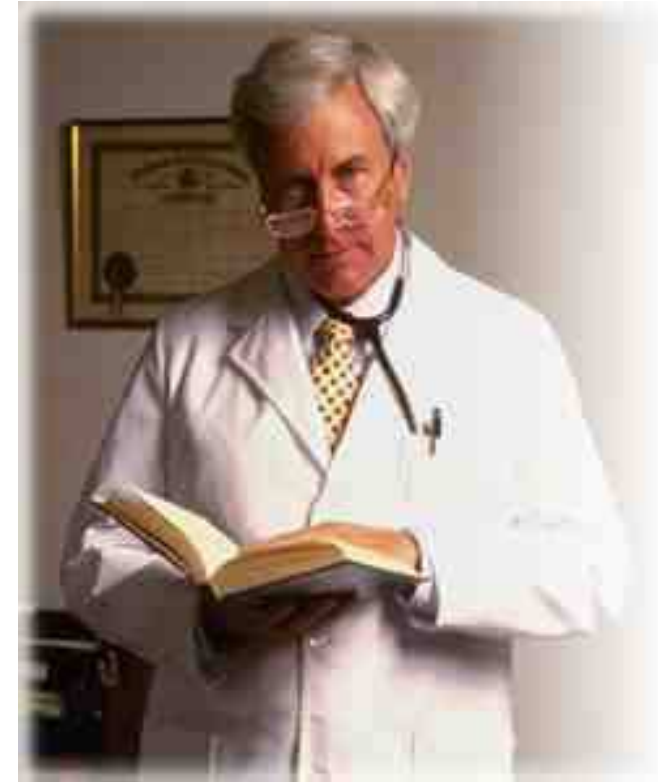
Civil Service Agency Benefiting

Agency no longer manually grades exams

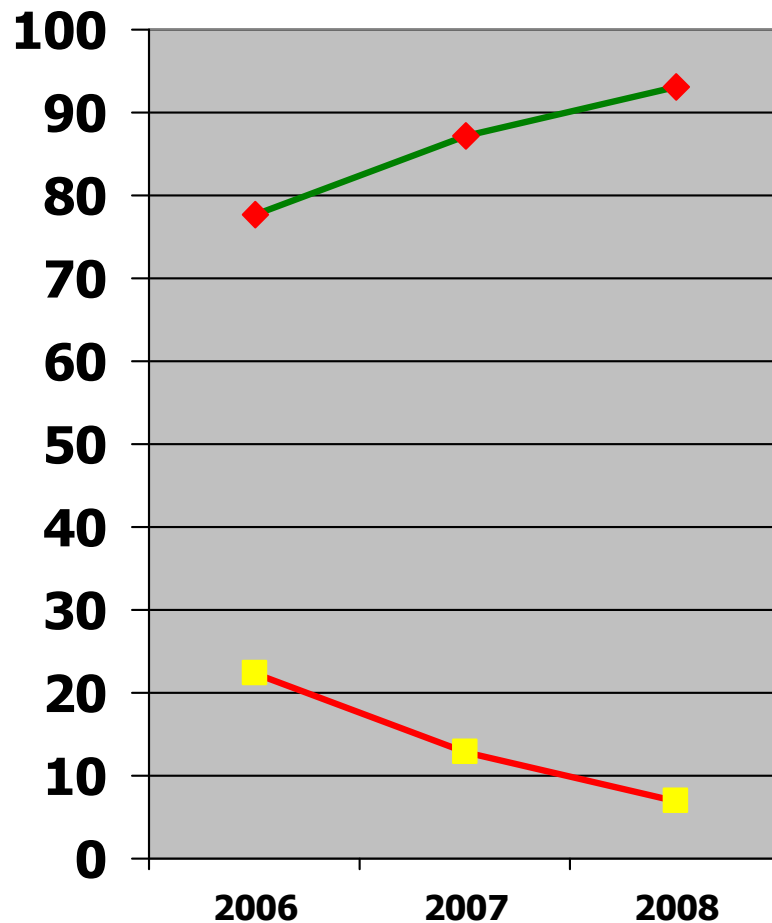
Instead of spending vast amounts of man-hours on checking applications and written tests they are now able to concentrate on efforts that will increase the efficiency of state administration

Other institutions benefiting

500+ candidates for manager position within health institutions in Republic of Macedonia used our test module for their managerial exams

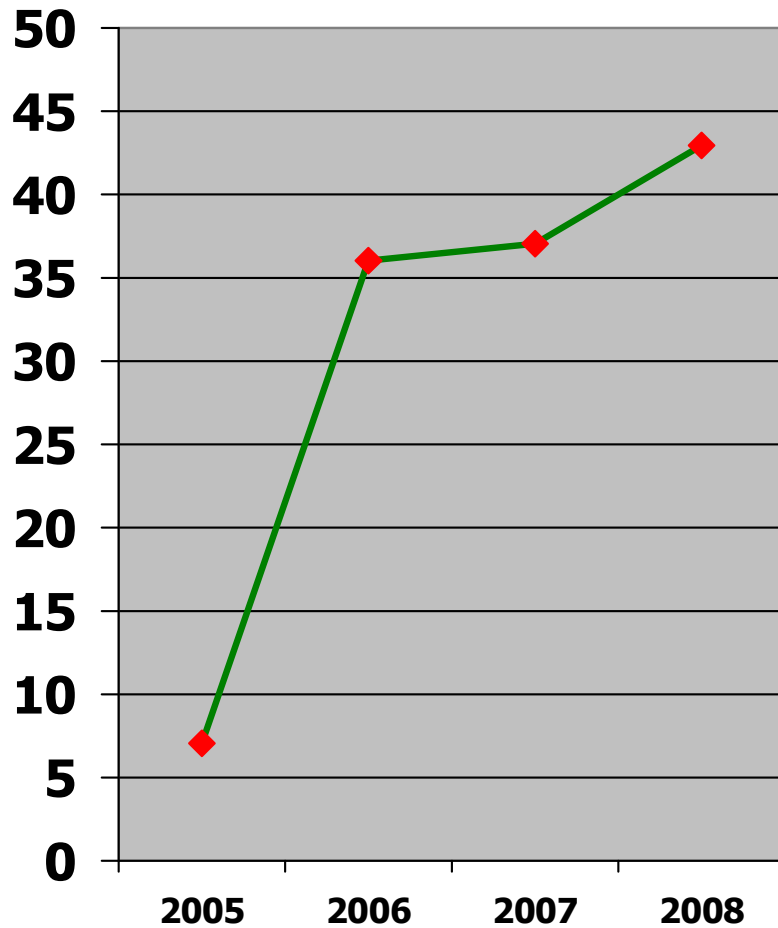


Results (1)



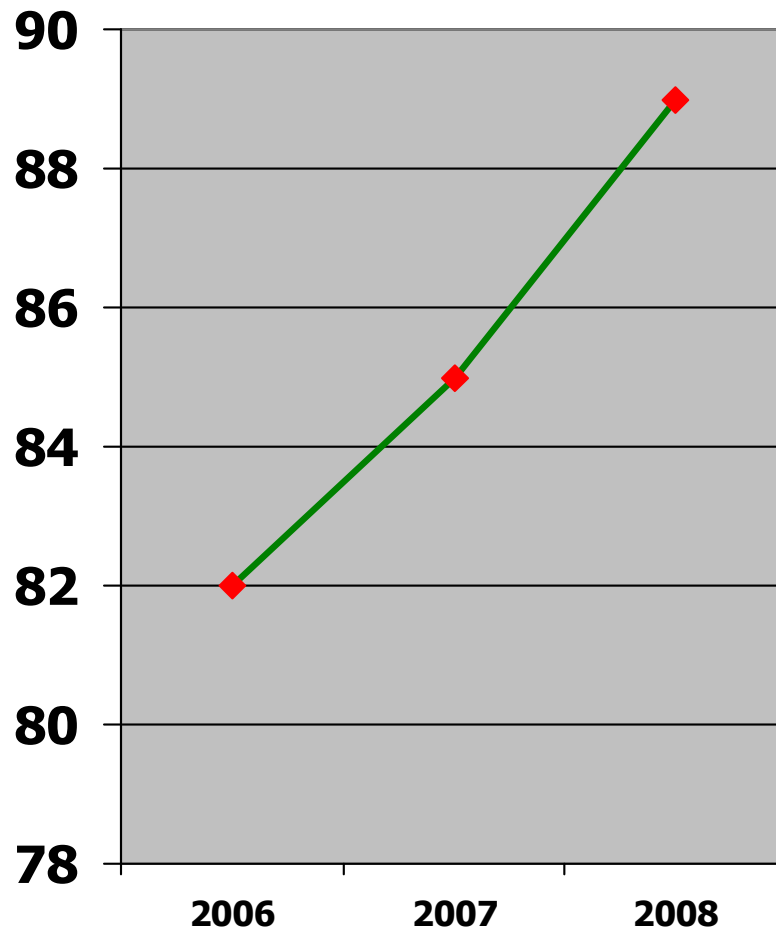
- 77.6% of the applications in 2006 were received on-line
- 87.2% of the applications in 2007 were received on-line
- 93% of the applications in 2008 were received on-line

Results (2)



- 36 candidates per position in 2006
- 37 candidates per position in 2007
- 43 candidates per position in 2008
- 7 candidates per position in 2005

Results (3)



- 82% as an average test score in 2006
- 85% as an average test score in 2007
- 89% as an average test score in 2008

RoI

- Very hard to transform previous figures in money terms
- Saving of 2 man/years in CSA back-office (cca 20 k€)
- Cca 10000€ saved in 8 months, sending invitations through e-mail & sms

Survey - Metamorphosis

- Ways of founding info for vacations
 - 50% - regular check of web site
 - 45% - from daily newspapers
 - 5% – from friends
- 88% apply online
- 53,6% from home, 23,7% from internet café, 12,4% from work, 7,2% from friends home
- Less than 6% of interviewed persons had some problems during application
- More then 90% believe in test results
- More then 90% trust the system

Partners



eGov Project



Thank you!

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