

1) **Fiche to be used for each step:**

The step under review	At least 90% of vacant senior management positions (directors and secretaries) are filled annually through competitive and transparent recruitment procedures, ensuring that each recruitment process includes at least three eligible candidates
Baseline	0(2024)
Deadline of the step	December 2025
Actual results	<p>During 2025, the Ministry of Public Administration (MPA) undertook preparatory and structural measures aimed at establishing a new, merit-based framework for the recruitment of senior management positions in the public administration.</p> <p>The Law on Administrative Servants adopted in July 2025 does not regulate competitive and transparent recruitment procedures for directors and state secretaries. In line with the Government’s reform approach, the recruitment of senior management positions is to be comprehensively regulated through a new Law on the Senior Managers in the bodies of state administration and funds, which is intended to establish a clear distinction between political and professional functions, merit-based and competitive recruitment principles, and uniform procedures and criteria for appointments.</p> <p>During 2025, the Ministry of Public Administration undertook preparatory and structural actions aimed at establishing a new, merit-based framework for the recruitment of senior management positions in the public administration.</p> <p>In this context, a concept document for the Senior Management Service was prepared, defining its scope, objectives and governance model. An inter-institutional working group was established, comprising representatives of the Office of the Prime Minister, the General Secretariat of the Government and the Ministry of Finance. In parallel, drafting of the Law on the Senior Managers in the bodies of state administration and funds was initiated, with expert and technical support provided by the British Embassy and the Centre for Change Management.</p> <p>In 2025, no unified legal framework was in place to ensure that at least 90% of senior management positions were filled through competitive and transparent procedures with a minimum of three eligible candidates per procedure. Consequently, no consolidated annual data demonstrating</p>

	<p>compliance with the quantitative target could be produced for the 2025 reporting period.</p> <p>Indicative time for adoption and implementation</p> <ul style="list-style-type: none"> • Public consultations and debates: December 2025 • Publication of the draft law on ENER: end of December 2025 • Submission to Government: by end of March 2026 • Parliamentary adoption: by end of June 2026 • Entry into force: 1 January 2027 • Adoption of bylaws: within three months after entry into force <p>Justification for lack of fulfilment within 2025</p> <p>This reform step is quantitative and outcome-based, requiring measurable recruitment results within the reporting year. However, the legal framework required to regulate competitive recruitment of directors and state secretaries — namely the Law on the Senior Management Service — was not adopted in 2025.</p> <p>During the 2025 reporting period, activities focused on preparatory and drafting work, including the establishment of a working group and the development of the draft law, in line with the sequencing of the reform. The adoption of the Law on the Senior Management Service requires broad political consensus and a qualified parliamentary majority, which constituted a material risk affecting the original timeline and resulted in the legislative process extending beyond 2025.</p> <p>In the absence of the new law, recruitment continued under transitional and fragmented arrangements, which do not allow for the application of the new competitive recruitment system nor for the measurement of the defined indicators. Moreover, the effects of the new recruitment system can only be meaningfully assessed after the entry into force of the law and following at least one full year of implementation.</p> <p>Consequently, the 90% target and the requirement of a minimum of three eligible candidates per procedure could not be measured or demonstrated within the 2025 reporting period.</p>
<p>Evidence provided</p>	<p>Official Gazette publications of:</p> <ol style="list-style-type: none"> 1. Draft- Law on the Senior Managers in the bodies of state administration¹ and funds (published on the ENER platform on December 30, 2025) 2. Decision on the Establishment of a Working Group for the Preparation of a Draft Law on the Senior Top Service (archive No. 12-3350/2)

¹ Draft-Law on the Senior Managers in the bodies of state administration and funds published on the digital platform ENER

	Decision on establishing an indicative list of senior managers in state administration bodies and funds
Checks performed in the verification of the step and related findings	<p>The Draft Law on Senior Managers in the bodies of the state administration allows a 30-day period during which stakeholders and the wider public may submit comments, observations, and proposals for its improvement. Following this period, the working group established for the preparation of the law, together with the engaged expert, will review and consolidate the submitted comments and continue with the preparation of the draft version of the law, prior to its submission to the Government for consideration.</p> <p>Finding: The step is at preparatory stage and cannot be considered fulfilled within the 2025 reporting period.</p>
Compliance with general principles and DNSH principle	<p><i>The implementation of the steps <u>does not contravene</u> the general principles outlined in Article 4 and 11(4) of Regulation (EU) 2024/1449 and Article 3 of the Facility Agreement.</i></p> <p><i>The implementation of the steps <u>does not contravene</u> the 'Do No Significant Harm' principle (DNSH).</i></p>
Double funding	Technical assistance supporting the drafting of the Law on Senior Managers in the bodies of the state administration (British Embassy, Centre for Change Management) does not constitute double funding and does not overlap with RGF financing.
Clear conclusion on the achievement of the step	Not achieved.