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རྒྱལ་གཞུང་གི་གཡོག་ལྷན་ཚོགས།
ROYAL GOVERNMENT OF BHUTAN
ROYAL CIVIL SERVICE COMMISSION
Excellence in Service



RCSC/LD-63/2022/3021

March 23, 2023

Expanding the Talent Pool of Civil Service Executives

The RCSC has revised the Executive Selection Framework to expand the talent pool for leadership positions in the Civil Service.

The key changes are as follows.

1. Candidates from the specialist category and outside the civil service may be considered for Civil Service Executive positions. The selection process will involve assessing the candidates' domain and leadership competencies. This may be done through assessments such as Situational Judgement Tests, group and individual interviews that look at the skills, experience, and qualifications required for each position.
2. The RCSC will increase the level of involvement from senior representatives from the relevant agencies and domain clusters to ensure that the most suitable candidate is selected for the position. The RCSC will work more closely with senior representatives from the agencies and domain clusters to (a) develop the job descriptions, and (b) consider compensating factors for exceptional cases where a candidate may not fully meet the criteria. There will be greater representation from the agencies in the selection panel that may also involve independent members or experts.

Hence earlier notification RCSC/LS-63/NOTIFICATION/2019/1452 dated November 9, 2022 and RCSC/LD-63/2021/1704 December 8, 2021 is hereby amended as per the decision of 175th Commission meeting held on March 14, 2023.

(Karma Hamu Dorjee)
Chairperson

Copy to:

1. Gyalpoi Zimpon, Office of the Gyalpoi Zimpon, Tashichho Dzong, Thimphu for kind information.
2. Hon'ble Chairperson, ACC for kind information.
3. Hon'ble Auditor General, RAA for kind information.
4. Hon'ble Cabinet Secretary, Cabinet Secretariat, Tashichho Dzong, Thimphu for kind information.
5. Hon'ble Secretaries, 9 Ministries for kind information.
6. Dasho Dzongdag, 20 Dzongkhags for kind information.
7. Heads, Autonomous Agencies.
8. Chief HROs/HROs/Asst. HROs, All Agencies for necessary action

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