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



RCSC/LD-63/2022/4600

June 9, 2022

Amendment of P1M and EX3 Executive Selection Framework

The current P1 Management and EX3 Executive Selection modality is being amended in order to enhance the selection process for greater rigor and relevance to appropriately evaluate the suitability and potential of the candidate aligned to the Leadership Capability Framework (LCF).

In view of this, Section 13.7.9 and Section 26.4.3.4 of BCSR 2018 vide 142nd Commission Meeting held on June 7, 2022 is amended it as follows:

The selection of candidate for the P1 Management and the EX3 Executive Position will comprise of **three-Part Assessment Process** for the stage II shortlisted candidates:

- i. **Online Time-limited SJT and submission of One-pager Job Scope & Achievements:**
 - a. **Online Time-limited Situational Judgment Test:** Online time-limited situational judgment tests that covers realistic scenarios involving all aspects of assessment.
 - b. **Job Scope & Achievements (One-page response):** This should cover what the candidate would like to bring into the job including their outcome/impact-level goals and achievements.
- ii. **Group Interview:**
 - a. Interviewees will be assessed on leadership competencies based on the LCF.
 - b. If an individual is rated by 3 out of the 5 panelists as "not meeting" expectation, the candidate will not be allowed to sit for the Individual interview.
 - c. In the interim period, P1 M Selection will be facilitated by RCSC.
- iii. **Individual Interview:**
 - a. The Candidate who is rated as "Exceeding Expectations" by majority of the Panel will be selected.

The Panel for the Group and Individual interview will comprise; three members of RCSC, Agency representatives and representatives from relevant agencies/Expert as selected or empaneled by RCSC.

(Karma Hamu Dorjee)
Chairperson

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