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



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### Press Release

The Royal Civil Service Commission in its effort to enhance the delivery of HR services, has delegated several HR functions pertaining to recruitment and selection, to the Agencies. Further, in order to provide these services seamlessly, the *Zhiyog Recruitment System* (<https://jobs.rcsc.gov.bt>), an IT based system, has also been developed.

RCSC has identified seven HR functions to be delegated to the agencies. They are regular recruitment (SSC), contract recruitment (PMC, SSC & OC), contract extension with/without upgradation (PMC, SSC, OC), open competition (P1), lateral Transfer (PMC, SSC & OC), secondment (for Established Programs), well-being programs (civil service support desk and well-being programs)

The *system* provides many benefits namely:

1. With the delegation and ICTisation of the stipulated HR functions and processes, the turnaround time for these HR services will be halved.
2. The web-link will serve as a one-stop- shop for any job vacancies in the civil service and thereby applicants do not have to visit different government agencies' websites or offices to review and apply for jobs.
3. Administrative burden on the job seekers and the agencies are reduced as the person needs to register and submit documents only once as the information can be accessed if and when the person applies any time in the future.
4. It facilitates the standardisation and security of all recruitment and placement processes and documents end to end, thereby ensuring adherence to the principles of meritocracy and transparency in implementing these key HR functions.

Adherence to the rules and regulations for the delegated functions will be ensured through regular HR audits. This initiative is a part of the RCSC's efforts to enhance HR service delivery and leverage technology to deliver it effectively and efficiently.