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ROYAL GOVERNMENT OF BHUTAN
ROYAL CIVIL SERVICE COMMISSION
Excellence in Service



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Press Release

The Royal Civil Service Commission (RCSC) has been working on a succession plan for Government Secretaries. Senior civil servants in these positions must be able to bear the heavy responsibility to lead Bhutan into the future and be held accountable for national outcomes. As issues become increasingly interconnected, we need a combination of leaders who are experts in their fields, as well as those who can dig deep into their past experience and networks to provide fresh perspectives.

The RCSC considers the following as critical attributes for the holders of these positions.

- a. **Change Agents:** We need senior civil servants who can lead and drive the transformation agenda for the civil service and the nation.
- b. **Growth mindset:** Given that much is expected and the speed with which we need them to deliver, we need resilient senior civil servants who can continuously improve themselves and learn to be better, and inspire those around them to similarly do so.
- c. **Excellent people managers:** We need senior civil service with strong leadership capabilities to lead, influence, challenge and encourage their teams and counterparts in this challenging transformation journey.

The RCSC will be appointing the following as the Acting Secretaries based on the contributions made in the past few months, leading their teams to work on public service transformation and displaying the competencies outlined above:

1. Pemba Wangchuk, Director General of Department of Traditional Medicine for the Ministry of Health as Acting Secretary for the Ministry of Health.
2. Tshewang Chopel Dorji, Director of Department of Regional Cooperation, Ministry of Foreign Affairs as Acting Secretary for the Ministry of Education.
3. Leki Wangmo, Finance Specialist as Acting Secretary for the Ministry of Finance.

After at least one year in their Acting Secretary positions, they may be recommended for appointment as Secretaries, should they be assessed to have met the requirements expected of Government Secretaries.