AGO Increases Transparency in Hiring Case Management System Positions

A transition to transparent hiring practices is currently taking place at the Attorney General’s Office (AGO). This is illustrated by the merit-based recruitment for Case Management System (CMS) positions. Developed and maintained by JSSP, CMS is a digital database which tracks criminal and civil cases across Afghanistan. The AGO is one of the key stakeholders of CMS.

Afghan justice sector institutions have been building the capacity of their human resource departments with assistance and mentoring from JSSP. A key focus of this assistance is to build human resources capacity to support CMS. The AGO, a beneficiary of this mentoring, is now fully capable of merit-based recruitment and is following the Independent Administrative Reform and Civil Service Commission (IARCSC) protocols. Established pursuant to the Bonn Agreements, IARSCS strives toward having a compliant, non-political, stable and transparent civil service administration that has the ability to effectively and efficiently use public resources. In July 2019, the AGO administered written tests to fill 38 CMS positions, including 34 operator positions. These CMS operators will be the backbone for entering data into CMS for the AGO.

Hundreds of candidates applied for these positions in response to a published advertisement. Recruitment panels selected by the AGO General Director were convened to shortlist the applicants. These panels included members from the appellate courts, Gender Directorate, IARCSC, JSSP, and Internal Audit. Candidates were selected based on merit, in accordance with IARCSC protocols. Panel members prepared test questions, sealed them in an envelope and sent them out for printing. A member of IARCSC observed the process, showing further transparency in the process.

The AGO, with JSSP’s technical support, is clearly exhibiting progress towards building good governance through transparent, accountable and merit-based recruitment.

We request JSSP to observe and report to its management, as well as to our international partners, the CMS recruitment process so that they see the transparent and fair manner in hiring practices within AGO.

-AGO HR General Director

Applicants taking the AGO written test for CMS positions at AGO conference hall - Kabul