

ProcurComp^{EU} implementation in Romania

Project leader



The National Agency for Public Procurement (ANAP) is a government institution responsible for the formulation, design, promotion and implementation of public procurement policy and systems. Its mandate also includes strengthening the capacity of contracting authorities to implement public procurement legislation. With an annual budget of EUR 87.6 million and 415 employees, ANAP is in charge of the implementation of the National Strategy on Public Procurement in Romania.

Website: <http://anap.gov.ro/web/>

Context and objectives



Context: The 2019 Administrative Code introduced two new executive civil service functions in the area of public procurement: (i) public procurement counsellor (PPC); and (ii) public procurement system counsellor (PPSC). In this context, and as part of its broader professionalisation endeavour, ANAP has been developing corresponding competency frameworks. While the competency framework for the PPC focuses on private and public sector public procurement professionals, the one for PPSC rather targets professionals working in ANAP. It is consistent with the existing occupational standard for public procurement expert, which is a certification that can be required to work on specific public contracts or in the public administration. Additionally, ANAP has developed corresponding training curricula.



Objective: ANAP received support from the European Commission to ensure the coherence and alignment of its PPC and PPSC competency frameworks, and corresponding training curriculum, with ProcurComp^{EU} – thus allowing ANAP (and Romanian contracting authorities) to fully use ProcurComp^{EU} tools and solutions to further develop their competencies.

Target and timeline



Target group: Public procurement professionals, contracting authorities and government institutions in Romania.

Duration of the intervention: 6 May 2020 until 7 July 2020

Actions



- 1. Review of the competency framework for PPC:** Alignment of the competency framework for public procurement counsellor (PPC) with ProcurComp^{EU}.
- 2. Review of the competency framework for PPSC:** Alignment of the competency framework for public procurement system counsellor (PPSC) with ProcurComp^{EU}.
- 3. Review of the training curriculum:** Alignment of the training topics and learning topics for the occupational standard for public procurement expert with ProcurComp^{EU}.
- 4. Communication activities:** Support for the promotion and dissemination of the competency frameworks for PPC and PPSC towards the contracting authorities and government institutions.

Implementation



The review of the competency frameworks for the PPC and PPSC functions assessed their comprehensiveness and coherence compared to ProcurComp^{EU}, ensuring they include all relevant competences and proficiency levels. The analysis led to recommendations on how to strengthen further the alignment of the frameworks with ProcurComp^{EU}. These focused mainly on i) including guidance in the frameworks about how they can be used by contracting authorities and ANAP for the recruitment and skills/knowledge assessment and development of their staff; ii) including guidance on how to apply the frameworks when using the ProcurComp^{EU} Self-Assessment Tool; and iii) including managerial roles in the development of future competency frameworks.

The PPC competency framework will be similar to the revised occupational standard for public procurement expert. The training curriculum for the occupational standard for public procurement expert was also reviewed to ensure that the training topics and learning outcomes are consistent with those provided in the ProcurComp^{EU} Training Curriculum and the competences included in the PPC competency framework. The review resulted in recommendations to further elaborate the training content planned for some of the modules, in order to better support the attainment of learning outcomes.

Last, two webinars were organised to present the competency frameworks respectively to the government institutions and to the contracting authorities that will later implement them. These webinars served as platforms to foster ownership of the tools by their target users, get their feedback on the tools and potential opportunities and obstacles to implement them, and provide practical guidance on how to apply them in practice.

Results and impact

- ➔ The recommended improvements to the competency frameworks developed by ANAP will ensure that they are fully tailored to the Romanian context and are better aligned with ProcurComp^{EU} and can fully benefit from its toolbox. The implementation of the frameworks in conjunction with the Self-Assessment tool will enable contracting authorities to identify and address public buyers' competency gaps and support their continuous development.
- ➔ The training curriculum topics and learning outcomes for the occupational standard for public procurement expert are in line with ProcurComp^{EU}. This will help candidates from the public and private sector to acquire the necessary skills and knowledge to conduct public procurement processes.
- ➔ Government institutions and contracting authorities in Romania are aware of, and engaged in the development of the PPC and PPSC competency frameworks. Ensuring ownership will support the broad use of competency frameworks, thus fostering the application of a common competency-based approach to recruitment and staff capacity development.
- ➔ ANAP will consider adding a competency framework for managerial positions, targeting e.g. department manager, to ensure a competency-based approach to develop the capacities for all functions in the public procurement field.

Next steps

- ➔ ANAP will finalise the competency frameworks of the PPC and PPSC and develop an additional one focusing for the managerial function (e.g. Department Manager).
- ➔ ANAP will develop a public procurement professionalisation strategy and action plan (to be approved by government decision) that will strengthen the basis for professionalisation initiatives and for the application of the competency framework tools.
- ➔ ANAP intends to create an e-learning platform which will include a Self-Assessment Tool and e-learning modules that procurement professionals can take in order to address any competency gaps identified by the tool.

Lessons learnt

- ➔ ANAP engaged with stakeholders at different stages of the project and with different purposes like explaining the approach taken. ANAP was hence able to generate interest from the final users and foster ownership. This will help maximise the effective implementation of the tools developed.
- ➔ ANAP managed to use the flexibility offered by ProcurComp^{EU} to integrate it and align it with the specificities of the Romanian legal framework regarding professional degrees of civil servants and the format and content of the occupational standard. In doing so, ANAP ensured that the tools are relevant for the local context.
- ➔ By involving (and benefiting from the support of) international institutions such as the European Union and the World Bank in the development/review of the tools, ANAP built additional legitimacy and credibility for the initiative from the perspectives of national stakeholders.

Where to find ProcurComp^{EU}?

ProcurComp^{EU} is available in all official EU languages on the website of the European Commission:

https://ec.europa.eu/info/policies/public-procurement/support-tools-public-buyers_en

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