



## **Adoption of Evaluation Criteria for EULEX Judges and Legal Officers**

The Assembly of EULEX Judges, on the occasion of the 17<sup>th</sup> Assembly of EULEX Judges, held in Mitrovicë/a on 16 November 2011, and composed of the following Judges:

Francesco Florit, Martti Harsia, Horst Proetel, Anne Kerber, Piero Leanza, Anna Bednarek, Laura Plesa, Roxana Comsa, Katerina Entcheva, Alexey Ivanov, Ondrej Pridal, Merja Helene Holme, Alfred von Keyserlingk, Arkadiusz Sedek, Gianfranco Gallo, Johanna Schokkenbroek, Jonathan Welford-Carroll, Verginia Micheva-Ruseva, Rositza Buzova, Dean Pineles, Cezary Dziurkowski, Vladimir Mikula, Gunnar Oyhaugen, Malcolm Simmons, Ingo Risch, Franciska Fiser, Wolfgang Lindemann, Witold Jakimko, Tore Thomassen, Annemarie Meister, Hajnalka Karpati, Nikolay Entchev, Nuno Manuel Ferreira de Madureira, Caroline Charpentier, Katja Dominik, Andrew Hatton

*with 29 votes in favour, 4 against and 3 abstentions*

DECIDES

**to endorse Evaluation Criteria for the assessment of the performance of Judges and Legal Officers.**

Francesco Florit  
President of the Assembly of EULEX Judges

**ANNEX: List of Evaluation Criteria**

**EULEX Kosovo**

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## Evaluation Criteria

### A –Personal Integrity and General Professional Abilities

- Compliance with behavioral standards in and out of office
- Judgment, personal maturity and common sense
- Dignity, honesty, trustworthiness
- Strength of personality and self-control
- Having the sense of responsibilities
- Listening and communication skills
- Adaptability
- Independence and impartiality
- Scrupulous commitment to fair trial
- Respect for diversity
- Mental flexibility and ability to quickly and fully understand complex situations

### B - Legal and technical abilities

- Ability to decide
- How detailed and large is the legal knowledge
- Capacity of using legal knowledge
- Analytical skills, being good at synthesizing information
- Writing skills (+ *composing enacting clauses and motivation*)
- Ability to preside hearings and court sessions and to lead meetings
- Ability to constitute and to follow a case file
- Knowledge related to the socio-economical context in which the functions are practiced
- Computer skills

### C -Professional Commitment

- Availability and commitment, including compliance with administrative rules
- Taking initiatives in other cases where acting as replacing judge
- Ability to perform a high quantity of work and efficiency (compliance with reasonable period/with legal period)
- Interest in and participation to the general functioning and to the life of the Court
- Updating and improvement of knowledge and methods
- Communication skills (regarding colleagues, civil servants and parties)
- Self-initiative

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- Participation in professional working groups and similar activities
- Willingness to participate in professional education and commitment to attend regular forms of training
- Extra-judicial activities (i.e. professional publications, giving lectures, etc.) if relevant.

1.1 : As for court presidents and judges in leading positions as well as for the evaluation of judges to be considered for promotion into a managerial position, the following criteria shall be taken into consideration

#### **D - Organizational and Leadership skills**

- Ability to manage and motivate personnel (organizational and leadership skills, within in particular how to manage a unit or a court, ability to have authority etc)
- effective use of resources (budget, premises, equipment)
- Ability to set goals and implement
- skills in problem solving

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