

## Information on entrance exams

Entrance exams serve to verify the qualifications of a candidate for judicial office within the judiciary of Bosnia and Herzegovina i.e. check a candidates knowledge in the following fields: criminal law, criminal procedure law, civil law, civil procedure law, commercial law, ethical principles for the performance of judicial and prosecutorial office and the European Convention for the Protection of Human Rights and Fundamental Freedoms. Entrance exams are in electronic form and are taken at the premises of the HJPC BiH using HJPC work stations.

General features of Entrance exams	
Exam duration	100 minutes
No. of tasks	100
Types of tasks	Zatvorenog tipa
Scoring system	Each correct answer = 1 point Each incorrect answer = 0 points Each unattempted answer = 0 points No negative points are awarded
Minimum score to pass	70% (70 points)
Maximum points available	100 points

## Candidate opinions on entrance exam procedures

The HJPC BiH conducted a trial of the exam procedures based on a competition that was announced in November, 2013. A total of 293 candidates applied to take the entrance exams (124 judge candidates and 169 prosecutor candidates). The aggregate passing rate of the exam was 42.3% i.e. 124 out of 293 candidates achieved a score that was either equal to or higher than 70 points. The average score of the candidates i.e. arithmetic median value of the exam procedures was 66.6%. The average time for taking the test by all 293 candidates was 74.4% minutes or in other words, candidates needed on average 44.64 seconds per exam task.

On a scale of school-based scores ranging from 1 (bad) to 5 (excellent) the candidates rated the trial with the following values:

Candidate opinions on the trial procedure	
Organisation of the trial procedure	4,36
Exam procedure simplicity	4,21
Test application ease-of-use	4,31
Application user interface	4,45
Application reaction time	4,42
How simple is it to register for the exam	4,42
Friendliness of HJPC BiH staff during the trial	4,8
How useful were the instructions	4,26
<b>Average assessment of the trial procedure</b>	<b>4,4</b>



# ENTRANCE EXAMS



"The introduction of entrance exams represents the best possible outcome for us within the legal community who, up till now, have not had the opportunity to present our knowledge and our qualifications in such a clear and comprehensive manner, in one place, in 100 minutes, while at the same time utilising contemporary software solutions. The testing will, without doubt, make the task before the members of the HJPC BiH of recognizing and selecting the very best candidates significantly easier. I believe that the testing can offer a clear picture for at least two essential candidate features: knowledge of the various legal fields and the ability to deduce logically. The HJPC BiH deserves much praise for its efforts and contributions to the judiciary in BiH regarding the introduction of a contemporary and content-wise exceptional method for assessing the knowledge, qualifications and abilities of candidates for judicial and prosecutorial office!"

Edin Šaćirović, candidate

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High Judicial and Prosecutorial Council of Bosnia and Herzegovina





## OBJECTIVITY

"One of the main objectives is to improve the appointments system for judges and prosecutors through the incorporation of international principles dealing with judge and prosecutor appointments. The introduction of written tests for candidates who do not hold the office of judge or prosecutor provides the highest standards for such principles which require that appointment procedures for judges and prosecutors be clear, objective and transparent. We also apply international principles for systems regarding career promotion, meaning that career advancements for judges and prosecutors are based on performance evaluations. This way Bosnia and Herzegovina has joined other countries that have procedures in place to ensure the highest levels of objectivity and transparency in the appointment of judges and prosecutors."

**Obren Bužanin**, Judge of the Supreme Court of Republika Srpska and a Chairperson of the Standing Committee for the Implementation of Entrance Exam Procedures



## EFFICIENCY

"Apart from objectivity and transparency, our objective is also to improve the efficiency of appointment procedures. Based on current technical capacities and procedures, the introduction of entrance exams allows the HJPC BiH to test 360 candidates within five work days. Under the assumption that a candidate interview lasts, on average, 30 minutes, one interview panel would need around 26 work days to interview 360 candidates. We follow standards of methodology in the design of procedures, with the main objective being that all candidates have equal conditions when taking the exams. Our ultimate objective is the comprehensive automation of appointment procedures for judges and prosecutors which will ease procedures and improve their quality for all participants."

**Sadeta Krilašević**, Head of the Appointments Department, HJPC BiH



## TRANSPARENCY

"We achieve high standards of objectivity and transparency in appointment procedures for judges and prosecutors through the application of information technology. Tests are taken in electronic form on HJPC BiH work stations in strictly controlled procedures. The database contains over 2,500 exam tasks and the software automatically generates tests based on a pre-determined set-up. This way we completely exclude the human factor in the generation of tests, which allows for the highest level of objectivity. Upon completing the test, candidates will see on their results on the screens together with feedback on whether they have passed the test, which ensures the highest level of transparency of the process."

**Esmir Berhamović**, Head of the ICT Department, HJPC BiH