

SELECTION OF EMPLOYEES TO PROSECUTOR'S OFFICES: COMPETENCIES OF CANDIDATES

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Since independence, the Ukrainian law enforcement system has needed significant reform, because the approaches used for many years have not met the requirements of the times and the principles of a just democratic society. Intentions to change the system of prosecutorial oversight were declared, but did not end in action. Therefore, the underreformed model of the prosecutor's office was persisted in Ukraine for a long time.

The analysis of changes to the Law of Ukraine «On the Prosecutor's Office» gives grounds to say that it lays the foundations for a radical reset of the prosecutor's office. This Law provides for a competitive selection procedure based on a qualifying examination, however, it is clear that it is necessary to determine the list of competencies that must be demonstrated by candidates for the position of prosecutor. The law does not clarify these requirements for candidates. In our opinion, the issues of staff formation in the prosecutor's office of Ukraine today remain more than relevant.

The purpose of the article is theoretically substantiate the modern system of competencies of prosecutors and proposition practical recommendations for improving the efficiency of personnel selection for prosecutors.

Appropriate work with staff in the prosecutor's office, re-certification of existing prosecutors, and recruitment of new ones on a competitive basis should be carried out for effective reform. At present, the main priority measures are planned at the state level to determine the compliance of current prosecutors, as well as candidates for positions in the prosecutor's office, competencies related to professional knowledge and skills, as well as ethical values and beliefs, virtuous and decent behavior. We are convinced that such an approach will allow to form the human resources of the prosecutor's office from representatives who will pass a fair and comprehensive competition during the selection.

The competencies that must be formed in the employee are transformed into requirements for applicants for a particular position. On the basis of the formed and realized requirements the profile of a position of the future candidate is made.

In order to formulate specific inquiries of employers to future employees, the results of surveys conducted to assess the state of legal education on the necessary competencies were analyzed.

A modern prosecutor, in addition to special professional competencies, must have social and official responsibilities, a high level of legal awareness, education and culture; honesty, adherence to principles, to be an erudite person, to have creative thinking, understanding of the essence and state significance of prosecutorial activity. An important component of his competencies are analytical abilities, the ability to quickly accept new professional knowledge, skills, abilities. Special requirements must be placed on the psychological stability of the individual: high efficiency, resistance to stress and psychophysical overload, willpower, balance. Communicative personality qualities will allow you to confidently conduct a business conversation, fluent in verbal and nonverbal means of communication. responsibility to establish and maintain official relations in the team.

Based on these studies, it is possible to build a profile of the position of the prosecutor.

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