

APPROVED by
Resolution of the Cabinet of Ministers of Ukraine
of 28 February 2018 No. 138

REQUIREMENTS
to professional competence and business reputation of the official of
the state institution “Energy Efficiency Fund”

1. These Requirements are applied to the members of the Supervisory Board, the director and the members of the Board of Directors, the head of the internal audit department of the state institution “Energy Efficiency Fund” (hereinafter – the Officials):

2. The Officials must comply with the following requirements to knowledge and education, professional skills, functional competence, experience and other characteristics necessary for implementation of the Law of Ukraine “On Energy Efficiency Fund”, of the Charter of the state institution “Energy Efficiency Fund”.

1) General requirements:
education – higher; degree – not lower than a master's degree;
work experience (duration in years): total work experience – at least 7 years; experience of work on management positions – at least three years;
fluency in the state language (except the members of the Supervisory Board specified in Items 2 and 3 of part three of Article 4 of the Law of Ukraine “On Energy Efficiency Fund”);

decency, impartiality and flawless business reputation;

2) knowledge of the energy efficiency market, trends and prospects of development in the area of energy efficiency;

3) professional knowledge regarding the position s;

3. The members of the Board of Directors shall also meet the following requirements:

1) leadership skills:
setting goals, priorities and benchmarks;
strategic planning;
ability to work with a large amount of information and multitasking skills;

conducting business negotiations;
getting the final results;

2) ability to make effective decisions:
availability of necessary knowledge for efficient allocation and use of
resources (including human, financial, material);

3) communication and interaction:
ability to effectively communicate and conduct public speaking;
cooperation and networking;
openness;

4) change management:
formation of a plan of changes and improvements;
management of change and reaction to them;
assessment of the effectiveness of changes;

5) organization and personnel management:
organization and control of work;
project management;
management of high-quality services;
motivation;
human resources management;

6) personal competencies:
principledness, determination and demandingness when making decisions;
the focus on serving the public, protecting national interests;
being systematic;
innovation and impartiality;
self-organization and self-development;
ability to work under pressure;

7) work with information:
ability to work with e-government system.

3. Business reputation of the Official shall meet the following requirements:

1) absence of outstanding or non-expunged intentional criminal record in accordance with law;

2) absence of the effective court decision on deprivation of the right to occupy certain positions and to engage in certain activities.

3) not dismissed from work in accordance with Paragraphs 2-4, 7, 8 of Part One of Article 40 and Article 41 (except Paragraph 5 of Part One) of the Labor Code of Ukraine (during the last five years).

5. To be appointed as the head of internal audit unit the person shall have an economic or legal higher education of a degree not lower than a master's degree, a total work experience of at least seven years and a seniority in managing positions of enterprises, institutions and organizations irrespective of the form of ownership – of at least three years.
