

# Competency Assessment Process in Directorate General of Customs and Excise (Ministry of Finance of Republic of Indonesia)

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### **Topic Highlights**





## Competency Assessment's Progress in The

**Future** 

2014

Assessment

Center was

The DGCE.

implemented for

the first time in

The Ministry of

Finance, including

State Civil Apparatus Law is released.

Managerial, Technical, and Socio-Staffs. Cultural

Competencies become the compulsary requirements for all

Indonesian goverment officers.

**Technical** Competency Assessment components were started to be designed by the DGCE

All Technical Competency Assessment Components will All Assessment be finished

There have been some technical assessment activities for echelon IV and

We have used an on line application for announcing the assessment result/report

processes will be conducted online.

Prior to 2008

IQ & GRE (graduate record examinations)

Test And

assessment from direct supervisors (not

standardized)

The basic requirements of the competency assessment:

- It uses several tools. 1.
- It uses more than one assessor for each assessee.



### Core Competencies for Customs Officer

### Technical Competency

- knowledge, skill, and attitude/behaviour that can be observed, measured, and developed related to the technical ability to accomplish certain tasks.
- Example: Customs & Excise Regulations, IT Skill, English Proficiency, etc.

# Managerial Competency

- knowledge, skill, and attitude/behaviour that can be observed, measured, and developed to **lead or manage** a unit/organization.
- Example: Thinking aspect, Working aspect, Relating aspect, & Self managing aspect.

### Socio-Cultural Competency

 knowledge, skill, and attitude/behaviour that can be observed, measured, and developed related to the ability to interact with people with diverse cultural background.



## What are the main purposes of conducting assessment?

## Selection & Placement

- New Employees
- Rotation & Deployment

## Training & Development

- Echelons (II, III, & IV)
- Staff

#### Promotion

- Echelons (II, III, & IV)



### The Assessment Process

**Process** Assessment



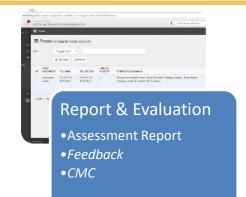
#### **Building Components**

- Competency Dictionary
- Competency Standard
- Assessment Methods and Tools
- Assessors



#### Assessment

- Customs Headquarters
- Vertical Units
- On-line (Psycological Test)



## Methods & Tools Assessment

#### Technical Competency

- •Written Exercises (Multiple Choice, Case Analysis, & English Proficiency Test)
- Presentation
- Interview

#### Managerial Competency

- Personality/trait Inventory
- •Simulation ((In-Basket, Leaderless Group Discussion, & Role Playing)
- Assignment (Critical Incident, Case Analysis, Presentation, & Self Assessment)
- Interview

#### Socio Cultural Competency

Under Development

## Assessor

#### **Technical Competency**

- •Managers (Minimum one level above the candidate).
- Assessor must be certified by The Director General.

#### Managerial Competency

- Associate/External Assessors
- •Internal Assessors from The Ministry of Finance

#### Socio Cultural Competency

Under Development

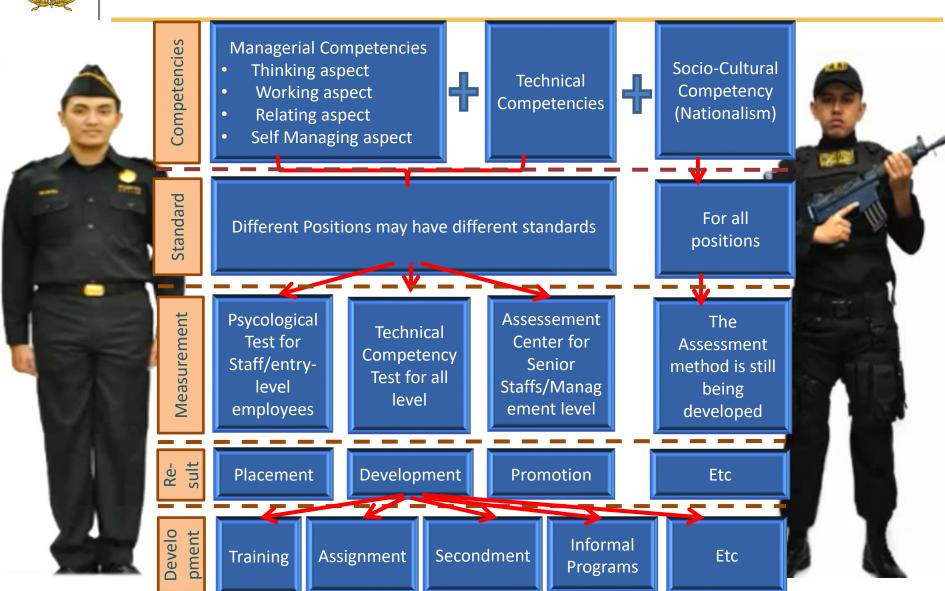




### Assessment Report



### Conclusion





## Thank You