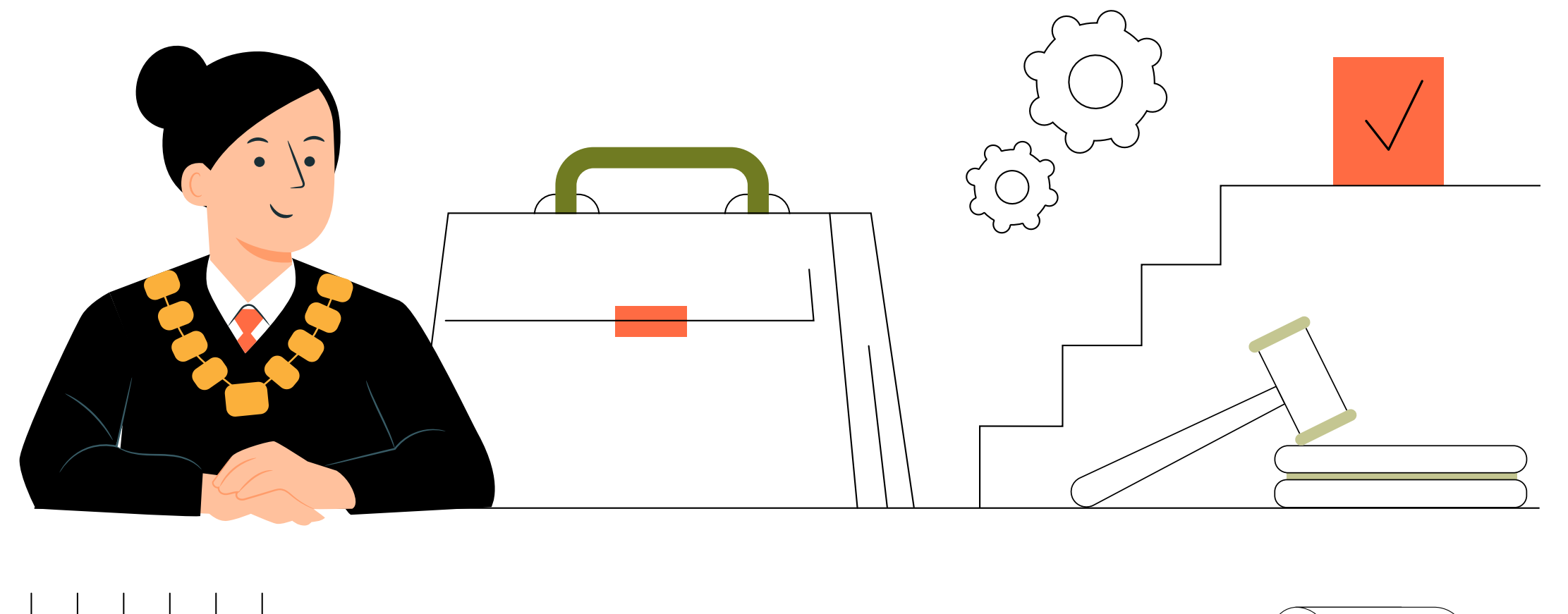


SELECTION OF DISTRICT (CITY) COURT JUDGES FOR THE POSITION OF REGIONAL COURT JUDGE



September

Competitions for judicial positions are announced on the first working day of September each calendar year and published in the official gazette of the Republic of Latvia *Latvijas Vēstnesis* and on the Latvian courts' portal www.tiesas.lv.

Applicants must submit the following **application documents** to the Court Administration:

1.

Curriculum vitae according to Europass CV standards;

2.

A motivated application letter indicating compliance with the requirements set out in Chapter 7 of the law On Judicial Power.

Application documents must be submitted by the date specified in the competition announcement, either by email to atlase@ta.gov.lv or by post to Antonijas Street 6, Riga, LV-1010, marked „To the Personnel Management and Legal Department, Personnel Division of the Court Administration”.

The judicial selection process may last up to 6 months.

APPLICATION EVALUATION

Stage 1

The Commission for the Selection of Candidates to the Office of a Judge of District (City) Courts and Regional Courts (the Commission) verifies compliance with the formal requirements set out in Chapter 7 of the law On Judicial Power.

If the judge meets the formal requirements, the Commission instructs the Court Administration to submit the following documents about the judge to the Judicial Qualification Committee (the Committee):

☒ Motivated application by the judge;

☒ Judge's self-assessment of professional activity;

☒ Summary of an anonymous survey of judges and staff of the relevant court about the candidate's work and cooperation skills;

☒ Reference from the Court Administration;

☒ Reference from the President of the relevant court about the judge's work;

☒ Separate references from three judges of a higher instance court about the judge's work;

☒ Summary of an anonymous survey of the judges of the relevant regional court collegium on the candidate's suitability for the position of regional court judge (providing opinions with justifying arguments), if the judge has temporarily performed regional court judge duties within the last five years.

ASSESSMENT OF PROFESSIONAL SKILLS

Stage 2

Stage 3

Stages two and three are replaced by an assessment of the judge's professional skills, carried out by the Committee.

The Committee evaluates the following professional skills:

Decision-making ability

Ability to draft and justify judgments

Ability to manage court proceedings

Work organization skills

If the judge receives at least 7 out of 10 points in the professional skills assessment, they are advanced to the fourth stage and notified by email.

PSYCHOLOGICAL ASSESSMENT AND BEHAVIORAL COMPETENCE INTERVIEW

Stage 4

The applicant must submit detailed written answers to four questions set by the Commission, related to the judge's experience and skills, as well as their vision of the judicial system and the role of a judge.

The written questions are available on the Latvian courts' portal www.tiesas.lv.

The applicant must participate in a psychological assessment conducted by a certified psychologist, who evaluates the candidate's personal qualities necessary for judicial office in accordance with the competencies specified by the Commission.

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The applicant must also take part in a behavioral competence interview, where the Commission evaluates the candidate's understanding of judicial values and ethics, as well as their analytical and conceptual thinking, communication skills, and teamwork ability.

To be included in the list of judicial candidates, the applicant must score at least 7 out of 10 points in the fourth stage.

COMPLETION OF SELECTION AND ANNOUNCEMENT OF RESULTS

The Judicial Qualification Committee issues a positive opinion on the judge's suitability for work in the regional court if they have successfully passed both the professional skills and behavioral competence assessments.

The overall result of the regional court judge selection is obtained by summing the Committee's positive evaluation of professional skills and the total score obtained in the fourth stage.

A positive opinion is announced no later than on the fifth working day after receiving the selection results from the Committee, by sending a written notification to the email address provided in the candidate's application.

To make its decision, the Committee may use information obtained about the judge at all stages of the selection process.

1. + 2. + 3. + 4.

A judge may reapply for selection to the position of regional court judge no earlier than one year after being refused advancement to the next stage or inclusion in the list of judicial candidates.

LIST OF JUDICIAL CANDIDATES

The judge is included in the relevant judicial candidate list.

Candidates in the list are ranked according to the total score obtained in the selection process, starting with the highest score.

The vacant judge's position is offered to the candidate with the highest score in the list. If that candidate refuses, the position is offered to the next candidate in order.

If several candidates for one vacancy receive equally high overall evaluations of professional skills and behavioral competencies, the most suitable candidate is chosen by a secret vote of the attending members of the Committee.

A judge remains on the list for three years.

The procedure and evaluation criteria for the selection of district (city) court and regional court judges are available on [the legal acts' portal of the Republic of Latvia](http://the.legal.acts.portal.of.the.Republic.of.Latvia).

Judicial Council Court Administration