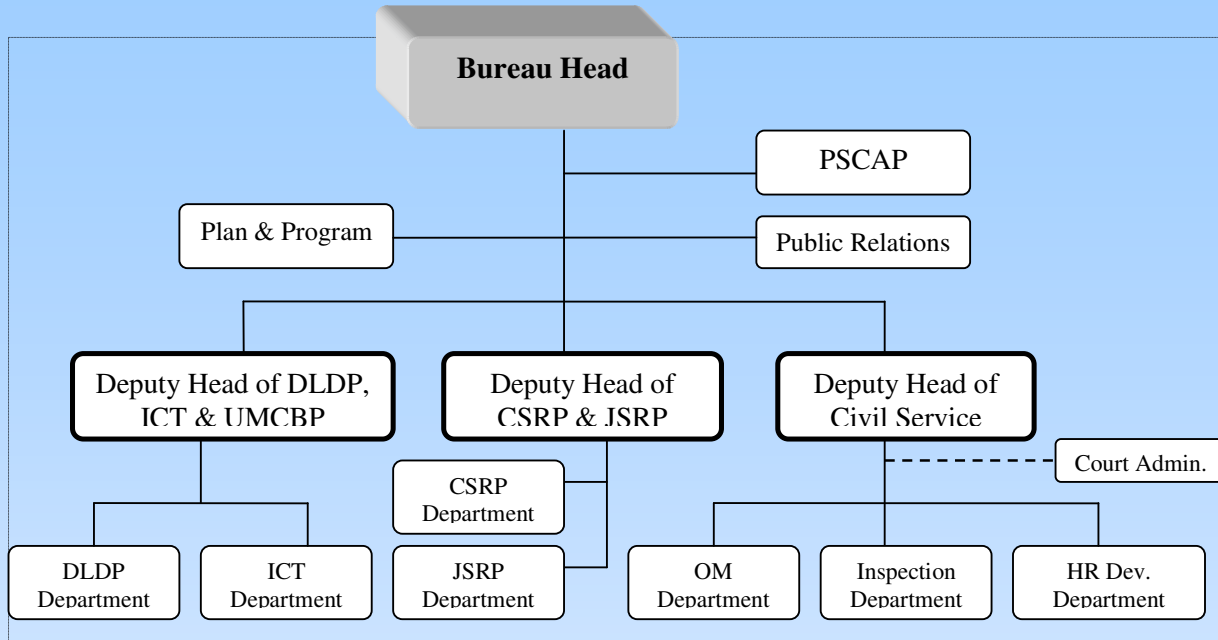


Organizational Structure



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Tigray Bureau of Capacity Building (BoCB)



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Overview of the Bureau of Capacity Building (BoCB)

In 2001, the Government launched a comprehensive National Capacity Building Program, designed to strengthen working systems, improve organizational effectiveness, and rapidly develop human resources in the public sector. The Ministry of Capacity Building (MCB) was established to provide policy direction, coordination, and implementation support. Counterpart Capacity Building Bureaus were also created in the regions to support capacity building efforts at regional levels. Its programs are directly concerned with promoting the durability, efficiency, and accountability of Ethiopia's ongoing public sector transformation process. Furthermore, capacity building is also an issue of good governance, bureaucratic transparency and accountability.

Bureau of Capacity Building (BCB) is one of the bureaus within the Government of the National Regional State of Tigray (GNRST), which strives to bring sustainable development, democracy and good governance in the region. Founded in 2006, through reorganization of Civil Service Commission and Civil Service Office, it has grown over the years to capacitate the human resource effectively and efficiently in the region. Mainstream

Vision:

Capacitating the over all capacity of the agents, it brings sustainable development democracy and good governance in the process of developing the region's capacity.

Mission:

Ensure the region's capacity by building the capacity of those who effectively & efficiently perform policies, strategies & programmes of the government so that good governance, democracy & sustainable development could be achieved.

Values:

- Accountability
- Loyalty
- Serving the public interest
- Transparency
- Exercising Legitimate Authority
- Lead by Example
- Responsiveness
- Women empowerment

Objectives:

- Strengthening and building the capacity of the bureau so that we can succeed with our mission.
- Building the capacity of organizations by promoting new ways of working condition
- Capacitating the efficiency & responsiveness of the civil servant
- Strengthening and building the capacity of the Woredas' overall, management body and human recourses
- Enhancing women's overall participation in the region.

Strategies:

- Narrowing the current capacity gap by strengthening the civil service reform programme
- Supporting the top management with the reform program to develop their performance
- Training civil servants with appropriate professional skills.
- Developing the efficiency of civil service by mainstreaming the program
- Considering women in the civil service reform program under mainstreaming process

Core Activities:

- Leads, develops guide lines, executes, and follows up the civil service reform programs
- Insures awareness and continuity of the civil service reform programmes, and BPR by different bodies /sectors/
- Overtake and implements the authority that has been possessed by the civil service management institute
- Implements, follows up, develops guide lines, and executes activities related with government organizations and employees /civil servants/
- Brings reform ideas to the government for resolution and insures the relation between work and employee by evaluating system organizations, human resource organization and utilization in collaboration /partnership/ with concerned government offices /bureaus/