

**The International Association for Educational Assessment (IAEA)
33rd annual conference**

Interdependence of National Assessment Systems and Education Standards

16- 21 September 2007 at the Park Inn, Baku

**Speech of Ambassador Hafiz Pashayev
Chancellor of the Azerbaijan Diplomatic Academy
Deputy Minister of the Foreign Affairs**

**“Assessment in MFA Career and Education Path:
New steps, big plans.”**

THESIS (300 words)

FULL SPEECH- 10 -15 minutes

The development of any country in today's globalized and highly competitive world depends on good cadre. Promotion and human cadre development based on nepotism, corruption and other illegal ways ruins the foundations of a health society. Without proper human resources and capacity building, it is extremely hard to survive in this inter-dependent world market.

Assessment and evaluation are highly important and inseparable part of the educational, human resource development and promotional process. We, at the Azerbaijani government, and more specifically, at the Foreign Ministry, understand the importance of this issue and that is why since 2005 have moved from interview-based hiring into test-based one. This comprehensive 3-stage assessment process allows us now to objectively evaluate all of the applicants and provide a fair and just ground for hiring and promotion of our staff. As a result, the quality and competency of the hired personnel has improved significantly. We constantly try to further shape and improve this assessment and selection process.

The Azerbaijan Diplomatic Academy (ADA), which I head and which was only recently established is another example where quality control, assessment of the teachers and the whole educational process, student feedback, training evaluations are put on the top of the Academy's leadership's agenda. We believe these are priority issues for us in terms of improving our academic programs and performance and constantly try to seek anonymous feedback both from the recipients, deliverers and administrators of our academic programs.

A special attention will be paid to the issue of admission of the students, rigorous testing and application process and making sure that the

international students from multi-cultural environment feel equal and respected to their peers from Azerbaijan.

The ultimate goal is to make the educational products meet the needs of their recipients and for the public to trust our government and academic institutions. If this trust is restored, the flow of good, competent human resources into the public institutions will once again resume, which will ensure the proper performance of the government as a whole. As for the ADA, assessment of the educational process will allow us to be constantly on the vanguard of the education reforms in the country as a true role model and to shape the reform agenda of other universities as well.

From this perspective, the information and ideas exchanged at this international conference are very useful for us and I congratulate you all with the organization and participation in this wonderful event.