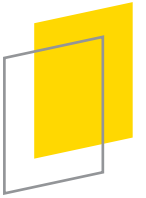


# NABU External Independent Evaluation

Evaluation period: 6 March 2023 to 18 November 2024



The evaluation will aim to answer the following overarching questions:

- To what extent have NABU's activities corresponded to and achieved desirable objectives?
- What can be done to improve NABU's effectiveness? (recommendations for corrective action)



## 5 Dimensions of effectiveness

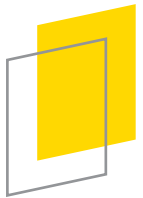
and their weights in determining the overall conclusion



Dimension weight	Characteristics of effectiveness	Number of criteria
30%	<b>Detecting and Investigating High-Level Corruption</b> The ultimate indicator of NABU's effectiveness is the quantity and quality of investigations, along with how effectively NABU manages its investigative resources. NABU detectives should have and use all the authority, tools, and methods to ensure that detection as well as investigations are conducted effectively and according to the law.	10
30%	<b>Integrity, Accountability and Transparency</b> Accountability and transparency anchored with robust public reporting mechanisms that clearly outline NABU's activities, resource allocation, and investigative outcomes. Effective internal and external oversight mechanisms to appropriately address allegations of employee misconduct and enhance NABU's credibility, while maintaining a strong whistleblower protection system to encourage the reporting of misconduct. Transparent investigative processes, providing timely updates to the public on ongoing cases and decisions, while appropriately safeguarding sensitive information which may undermine the investigation. Engagement with civil society, stakeholders, and community representatives through consultations and forums.	12
20%	<b>Leadership, Strategy, and Resource Management</b> Multiyear strategy complemented by detailed work plans, an effective organizational structure, robust human resource management practices. Knowledge and information management systems for informed decision-making, rigorous internal monitoring and evaluation processes, the careful allocation of technical and material resources. Sound budget planning and execution.	8
10%	<b>Interagency Coordination</b> Well-coordinated, functional, and streamlined collaboration process with all key domestic partner agencies.	4
10%	<b>International Cooperation</b> Effective international cooperation to secure evidence, pursue criminals and their illicit assets through informal and formal means.	4

# Evaluation

Conclusion on NABU effectiveness (or ineffectiveness) will be made as follows



1

Commission evaluates each of five dimensions based on the totality of evidence according to their professional judgment and assigns rating points

- Highly Effective (3 points)
- Substantially Effective (2 points)
- Moderately Effective (1 points)
- Ineffective (0 points)

**Director performance:**  
If any Dimension of Effectiveness receives a "0" rating (Ineffective), the Commission evaluates whether the ineffectiveness was caused by improper performance of duties by the Director (dereliction of duties or abuse of discretion).

2

Commission calculates final rating as sum of each dimensions rating points (DR) multiplied by its weight:

$$D1R*30\% + D2R*30\% + D3R*20\% + D4R*10\% + D5R*10\%$$

3

Depending on the final sum, the final conclusion will be the following:

Sum	Conclusion on the NABU's overall effectiveness
2.5 - 3	Highly Effective
2 - 2.4	Substantially Effective
1 - 1.9	Moderately Effective
0 - 0.9	Ineffective

! "Ineffective" rating (0 points) in either Dimension 1 or 2 will result in an overall NABU rating of "Ineffective".

## Steps of the Evaluation

