

**The kick-off meeting of the Twinning project
“Support to the Ministry of Taxes of the Republic of Azerbaijan in building capacity for
a sustainable development of its Human Resources”**

On 24 September 2014, the kick-off meeting of the Twinning project “Support to the Ministry of Taxes of the Republic of Azerbaijan in building capacity for a sustainable development of its Human Resources” was held in Baku with a wide representation of various stake holders.



The overall objective of this Twinning project is to support the Ministry of Taxes in improving tax administration in line with modern EU principles through the use of better motivated, prepared and trained professional staff.

The following results are expected to be achieved by the project:

- A long-term Human Resources Development Strategy and an Action Plan for the Ministry of Taxes;
- Human Resources Development Regulations and guidelines in order to support the new strategy;
- Sustainable Education and Training System for Human Resources development in accordance with the developed strategy and procedures.

The kick-off meeting was opened by Mr Fazil MAMMADOV, the Minister of Taxes of the Republic of Azerbaijan. Mrs Malena MARD, the Head of the European Union Delegation of the Republic of Azerbaijan stressed the importance of the Twinning projects in Azerbaijan and congratulated the staff of the Ministry of Taxes with the start of this new and interesting project.



Project Leaders from EU Member States Mr. Gonzalo Gomez de Liano, the Head of Centre of Fiscal studies Ministry of Finances of Spain, and Mr. Noel Claudon, the Head of Eastern Regional Tax Directorate, Ministry of Public Finances of France, briefed the audience on main activities and functions of their institutions, and best practices.

Ms. Pilar de Enterría, the Resident Twinning Adviser, gave an overview of the main objectives, components and the team of the project.



Mr. Asaf Asadov, the Azerbaijan Project Leader dedicated his presentation to knowledge management in modernization of tax administration and provided information on the experience of Ministry of Taxes of Azerbaijan in knowledge management. The main goal is

motivation and involvement of all staff in multi-level courses of professional education & training.

The combination of such features as: employee self-education services online technology (e-learning); business needs oriented content, money & time saving for realization of learning cycles for HR; instructors and knowledge managers with academic background, wide business experience and out - box thinking; motivated and skilled learners and individual development program; and innovative educational/training thinking & technologies is basic for transformation “Learn about” concept to “Learn to do” one, which allow to save money and time in high quality human resources development for sustainable growth of organization.

The kick-off was followed by press briefing.

