

ISC CALL FOR APPLICATIONS NO. 33, AUGUST 18, 2025
SELECTION PROCESS - PROINTER-TCU
THIRD EDITION "WOMEN IN LEADERSHIP"

1. GENERAL INFORMATION

1.1. The Serzedello Corrêa Institute of the Brazilian Federal Court of Accounts (TCU) is pleased to announce the opening of the selection process for the third edition of the "Women in Leadership" Program, part of the TCU's Program for Exchange in Public Control and Management (ProInter-TCU), established by TCU Ordinance No. 99, of May 10, 2023.

1.2. The third edition of the Program will be held in a hybrid format, with online activities from October 6 to 8, 2025, and in-person meetings in Pretoria, South Africa, from October 13 to 17, 2025.

1.3. The program's target audience is women who hold, or aspire to hold, leadership positions in their Supreme Audit Institutions (SAIs) affiliated with the Organization of Supreme Audit Institutions of the Community of Portuguese-speaking Countries (OISC-CPLP), the Brazilian Federal Court of Accounts (TCU), and AFROSAI-E (the English-speaking subgroup of the African Organization of Supreme Audit Institutions).

1.4. The program's objectives are:

1.4.1. General:

- a) To develop and disseminate effective external control strategies for public policies related to human rights and the promotion of equity.
- b) To share good practices in diversity, inclusion, and gender equality to strengthen the organizational culture of SAIs.
- c) To strengthen the network of contacts and cooperation among women leaders in the INTOSAI community.

1.4.2. Specific:

- a) To promote the exchange of experiences and knowledge among women who hold or aspire to hold leadership positions in SAIs.
- b) To identify the challenges and opportunities women face in career development and team management.
- c) To share TCU's and other Supreme Audit Institutions' good work practices regarding diversity, inclusion, and gender equality.
- d) To disseminate the methodology of the Gender Equality Seal for Public Institutions, from the United Nations Development Program (UNDP), within the scope of SAIs.

e) To share the practical results of the ProInter experience, based on the preparation of a final paper from participation in the Program.

f) To foster the building of a network of women leaders within the INTOSAI community, through the sharing of good practices and the search for solutions to common challenges.

2. VACANCIES

2.1. Up to 40 vacancies will be offered, distributed as follows:

OISC-CPLP	2 vacancies per each SAI ¹
AFROSAI-E	1 vacancy per each SAI ²
TCU - Brazil	1 vacancy

2.2. If the number of participants registered per SAI does not reach the total number of available vacancies, the TCU may reallocate the vacancies, subject to opportunity and convenience criteria.

3. ACTIVITY SCHEDULE

3.1. The program will be developed in three stages: preparation, training, and consolidation:

Stages	Mode of Execution	Activities
Preparation: October 6-8, 2025	Online	<ul style="list-style-type: none"> - General presentation of the Program. - Gender Mainstreaming: conceptual alignment and normative frameworks. - Presentation of the UNDP Gender Seal. - TCU's experience in gender-perspective audits. - Exchange of experiences between TCU, PROPALOP, and AFROSAI on the topic of gender within each entity.
Training: October 13-17, 2025	In-person	<ul style="list-style-type: none"> - The relationship between budgetary decisions and the promotion of gender equality. - TCU's experience in implementing the UNDP Gender Equality Seal for Public Institutions. - "Women in Leadership" course.
Consolidation: December 5, 2025	Online	<ul style="list-style-type: none"> - Submission of a final paper, approximately 1,800-2,200 words, with an analytical reflection addressing at least one of the following topics, without being limited to them: <ul style="list-style-type: none"> • Main challenges and opportunities for greater female participation in leadership positions in your SAI. • Main measures implemented by your SAI related to diversity, inclusion, and equity—whether within the internal institutional

¹ Excluding vacancies for TCU, which are treated separately.

² Excluding vacancies for Angola and Mozambique already covered in the quota reserved for OISC-CPLP.

Stages	Mode of Execution	Activities
		<p>scope or in external control activities—especially from the participation of women in leadership positions.</p> <ul style="list-style-type: none"> • Impacts of national, regional, or international norms, policies, or programs related to gender equality and women's empowerment within the internal institutional scope or in the external control activities of your SAI. • Experiences with external control actions focused on gender equality, women's empowerment, diversity, inclusion, or equity. • Institutional budgets with a gender, diversity, inclusion, or equity perspective. • Other topics that have been addressed within the scope of ProInter and that relate to gender equality, women's empowerment, diversity, inclusion, or equity. <ul style="list-style-type: none"> - Each SAI must submit a single final paper. - Adjustments to the submitted papers may be requested, with a 10-day deadline for the adjustments. - The paper must be submitted according to the model available on the program's official microsite. - The papers will be published on the program's official microsite, with the aim of sharing good practices with other interested bodies and institutions.

4. REQUIREMENTS FOR PARTICIPATION

4.1 Participants will be selected by their respective SAIs based on the following prerequisites:

4.1.2. Be a woman.

4.1.3. Be an employee of a member SAI of OISC-CPLP, AFROSAI-E, or a TCU server.

4.1.4. Have a minimum of three years of continuous work experience in SAIs.

4.1.5. Hold or aspire to hold a leadership position (team management) in their respective SAIs.

4.1.6. Have not participated in previous editions of the ProInter “Women in Leadership” program.

4.1.7. Have not attended the "Women in Leadership Workshop" course taught by Professor Gisèle Szczyglak.

5. REGISTRATION

5.1. For OISC-CPLP and AFROSAI-E participants:

5.1.1. The nomination of OISC-CPLP participants must be formalized by an official letter signed by the head of the institution. The letter should include the nominee's name, position, and email address, and be sent to: dicor@tcu.gov.br

5.1.2. For AFROSAI-E participants, the nomination must be sent directly to the organization itself, which will be responsible for consolidating the information and forwarding it to the TCU, according to previously agreed-upon procedures.

5.1.3. All participants will receive a link to access the electronic registration form via email, which must be duly completed by the deadline indicated in item 7 of this Call for Applications.

5.2. For TCU participants:

5.2.1. Registration must be done via the ISCnet system, by sending the duly completed registration form, accompanied by documents proving the participation requirements, as established in item 4 of this Call for Applications.

5.2.2. The head of the candidate's unit of assignment will be notified via email, automatically sent by the system, about the registration and, if they do not agree, may challenge it.

5.2.3. The confirmation of registrations and other information will be sent by email to the selected participants.

5.2.4. Only registrations that meet all the requirements of this call for applications will be considered valid.

6. SELECTION AND TIEBREAKER CRITERIA FOR TCU EMPLOYEES

6.1. Selection will be based on the ranking of registered candidates in descending order of their score, according to the following criteria:

Criteria	Unit	Weight	Maximum Score	Supporting Document
1. Professional level in implemented career paths	Level achieved	10.00	30.00	Not required (verification will be done by the ISC).
2. Specialist level in implemented career paths	Level achieved	15.00	30.00	Not required (verification will be done by the ISC).
3. Participation as a coordinator or supervisor in oversight actions in the last five years. (1 st tiebreaker criterion).	Oversight	5.00	20.00	Attach a copy of the designation ordinance or the page of the BTCU where it was published. If the ordinance does not clearly state the supervisor/coordinator status, add documentation that proves this information.
4. Exercise, as a permanent holder, of a commissioned function at a level equal to or higher than FC-3 in the last ten years (2 nd tiebreaker criterion).	Full month	1.00	20.00	Attach a copy of the designation ordinance, service order, or the page of the BTCU where it was published.

Criteria	Unit	Weight	Maximum Score		Supporting Document
5. Completion of the Ally's Journey course (<i>Jornada da pessoa aliada</i>), available on the ISC platform.	Course completed	10.00	10.00		Not required (verification will be done by the ISC).

- The items above are not eliminatory.
- In case of a tie, the tiebreaker criteria will be considered in the order indicated in the table above, limited to the maximum score per criterion. If the tie persists, the tiebreaker criteria will be considered in the same order, using the gross score as the criterion. If the tie persists, the older candidate will have preference.
- For the criterion where the calculation unit is months, only full months up to the date of this Call for Applications should be considered for point counting purposes.

7. SCHEDULE

7.1. The selection will follow the following schedule:

Selection Process Stage	Responsible Party	Deadline
Nomination of OISC/CPLP and AFROSAI-E participants by the heads of the SAIs	SAIs	Until 8/31/2025
Registration of OISC/CPLP and AFROSAI-E participants	SAIs	From 8/31/2025 to 9/8/2025
TCU Registration	TCU	From 8/15/2025 to 8/29/2025
Result of the selected TCU employee	TCU	9/3/2025

8. FUNDING

8.1. For OISC/CPLP and AFROSAI-E countries:

8.1.1 The participation costs of participants from the Supreme Audit Institutions of Angola, Cape Verde, Guinea-Bissau, Mozambique, Sao Tome and Principe, and Timor-Leste in the "Women in Leadership" Pro-Inter will be funded by the Pro PALOP-TL SAI 1 Program (Phase 3), co-funded by the European Union and implemented by the UNDP, in accordance with its internal regulations.

8.1.2 The costs related to the issuance of airline tickets for participants from up to 10 (ten) SAIs of AFROSAI-E will be funded by TCU via Prodoc, in partnership with the UNDP, in accordance with criteria established by AFROSAI-E.

8.1.3 The participation of the Portuguese Court of Accounts and SAIs of AFROSAI-E not covered by the funding specified in paragraph 8.1.2 will be at their own expense.

8.2. For TCU participants:

8.2.1. The employee selected to participate in the Program will receive the following assistance from the Court:

- a) Per diem and tickets for participation in the in-person stage.
- b) Embarkation/disembarkation allowance.

8.2.2. In case of non-compliance with obligations or withdrawal during the Exchange, the participant must fully reimburse the TCU for the amounts corresponding to the assistance provided by the Court, monetarily adjusted.

9. DUTIES

9.1. The duties of the exchange participants during its execution are:

- a) To meet a minimum of 80% (eighty percent) of the proposed workload.
- b) To submit the final papers in accordance with the provided guidelines and within the stipulated deadline.

10. FINAL PROVISIONS

10.1. The participant is entirely responsible for the veracity of all information presented and, by registering for this program, acknowledges and accepts the rules established by the Call for Applications, as well as the other applicable norms and the provisions of TCU Resolution No. 212/2008.

10.2. Any questions regarding this selection process can be clarified via email, as follows:

10.3. OISC-CPLP and AFROSAI-E participants: dicor@tcu.gov.br

10.4. TCU employees: isc@tcu.gov.br

10.5. Omissions will be resolved by the Director-General of the Serzedello Corrêa Institute (TCU).

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Director-General of the Serzedello Corrêa Institute (ISC)
Brazilian Federal Court of Accounts (TCU)