

February 5, 2025



# COURT STAFFING STRATEGY AND PERSONNEL MANAGEMENT IN TIMES OF CRISIS: RECRUITMENT AND RETENTION OF COURT STAFF

ZOOM  
ONLINE SEMINAR

## MODERATOR:

**Pamela Harris**, State Court Administrator, Ret., President of the International Association for Court Administration (IACA)

### 15:30 – 15:45 Welcoming Words

**Pamela Harris**, President of the International Association for Court Administration (IACA)

**Maksym Pampura**, Acting Head of the State Judicial Administration of Ukraine (TBC)

**Oksana Tsymbrivska**, Team Leader of the EU Project Pravo-Justice

### 15:45 – 16:15

**Innovative approaches to recruitment. Modern recruitment strategies: leveraging technology, social media, and partnerships. Successful recruitment initiatives.**

**Vaida Petravičienė**, Deputy head of the National Courts Administration of Lithuania, International Expert of the EU Project Pravo-Justice

**Ebonye Caldwell**, Assistant State Court Administrator, Maryland Judiciary Human Resources Division

### 16:15 – 17:00

**Retention strategies for long-term success. Best practices for professional development and career growth. Evaluating the quality of work as a way of motivation. Strategies to improve job satisfaction and reduce turnover.**

**Theresa Yeo**, Senior Director, Corporate Services Singapore Courts

**Bohdan Kryklyvenko**, Chief of Staff of the High Anti-Corruption Court of Ukraine

**Natalia Korol**, Head of All-Ukrainian Association of Court Employees, Chief of Staff of the Vinnytsia Court of Appeal

### 17:00 – 17:10

**Q&A Session**

### 17:10 – 17:15

**Closing Remarks**

**TIME:** 15:30 – 17:00 Kyiv time / 8:30 – 10:00 EST

**LANGUAGES:** English/Ukrainian  
(with simultaneous interpretation)

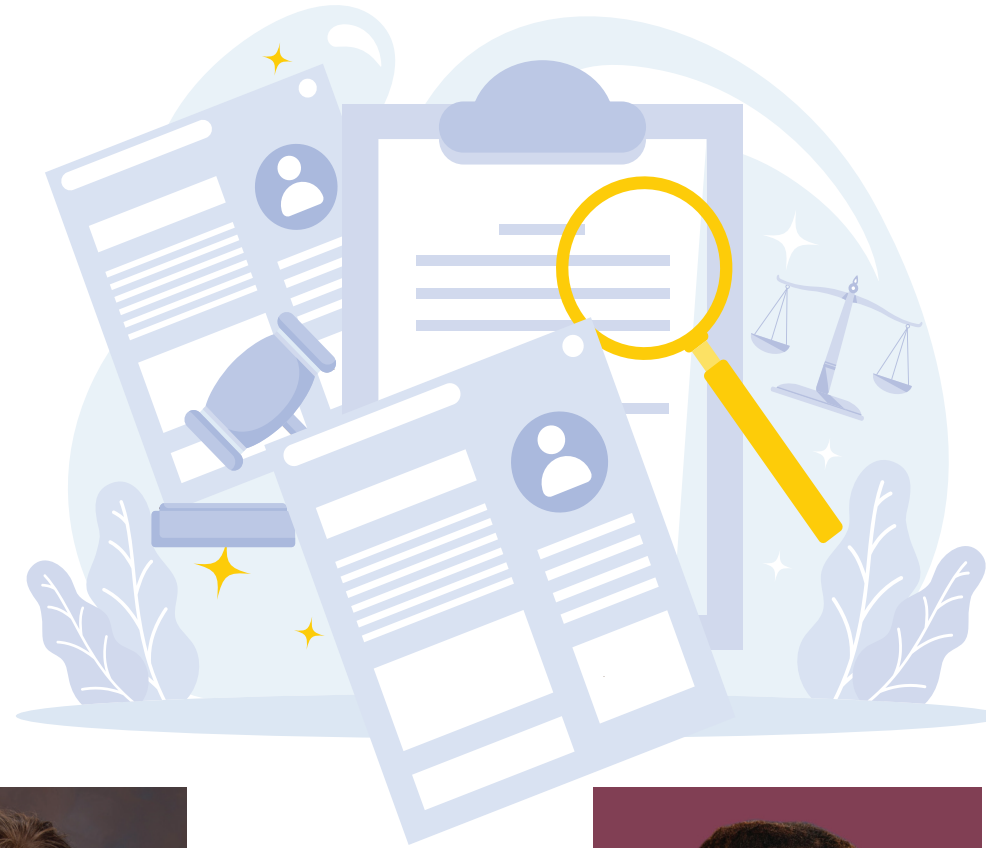


**Vaida Petravičienė** is an international expert for the EU Project Pravo-Justice.

She holds a Master's degree in Law from Mykolas Romeris University in Lithuania, which she earned in 2011. From 2008 to 2012, Vaida worked as a notary assistant at the 31st Notary Office in Vilnius. Since April 1, 2012, she has been employed at the Lithuanian Courts Administration. In 2022, she was appointed Director of the Legal and Administrative Department, and as of

March 1, 2024, she serves as Deputy Director.

Vaida has been instrumental in the planning and implementation of court reforms, the evaluation of court performance, and the development of legal regulations for court proceedings. She is also actively involved in analyzing court statistical data, creating new information systems, and developing e-tools and e-services for the judiciary. Additionally, Vaida contributes to initiating projects that aim to improve court performance.



**Natalia Korol**, the Chief of Staff of Vinnytsia Court of Appeals (Ukraine) since 2012.

Head and co-founder of Non-Governmental Organization «All-Ukrainian Association of Court Employees». PhD Degree Public Management and Administration, Taras Shevchenko National University of Kyiv, Master of Public management and administration, National Academy for Public Administration under the President of Ukraine; Master of Law,

Yaroslav Mudryi National Law University. A successful graduate of the USAID Michigan State University Judicial Administration Certificate Program and a certified trainer on working with the vulnerable categories of court users under Model Courts Initiative of the EU Pravo-Justice Project, a member of the Court Management Institute as well as the Ukrainian Association of Women Lawyers (JurFem).



**Theresa Yeo** is currently the Senior Director, Corporate Services of the Singapore Courts comprising the Supreme Court, State Courts and Family Justice Courts.

She is responsible for the full range of human resource functions, security management and operations as well as record management for non-court records, admin and business continuity measures. The Corporate Services look after about 1,200 officers across the 3 Courts including the Supreme court Bench.

She has about 40 years of HR experience, out of which about 30 years were in the private sector before joining the Singapore Courts, mostly in the hospitality & service sector. Theresa has a Bachelor's degree in Business Administration from the National University of Singapore and a Graduate Diploma in Personnel Management from the Singapore Institute of Management.

**MODERATOR**



**Pamela Harris**, President, International Association for Court Administration Maryland State Court Administrator, Ret.

Pamela Harris was a Trial Court Administrator the most populous region in Maryland for 24 years before becoming the Maryland State Court Administrator for a decade. Ms. Harris is committed to infusing evaluation-based practices into every aspect of court administration so that quality initiatives achieve intended results while meeting the needs of court personnel and the public the judiciary serves. Over her 44 year career, she has held various leadership positions and was active in various rule-of-law initiatives in Argentina, Brazil, China, El Salvador, India, Morocco, Russia, Sri Lanka, and the Ukraine. Pamela Harris is currently the President of the International Association for Court Administration.



**Ebonye Caldwell** is currently the Assistant State Court Administrator for Human Resources at the Maryland Judiciary, Administrative Office of the Courts, Since joining the Maryland Judiciary in 2017, Ebonye has served in various capacities including the Deputy Director of Human Resources.

Ebonye has a bachelor's degree in human resources management from Columbia Southern University and is a Society of Human Resources Management (SHRM) Senior Certified Professional, as well as a Certified Court Executive through the Institute of Courts Management.



**Bogdan Kryklyvenko**, the Chief of Staff of the High Anti-Corruption Court of Ukraine since 2019.

Mr. Kryklyvenko has a master's degree in law, as well as a master's degree in finance, public administration and international and European Law.

In 2005 he began his career in the Ministry of Justice of Ukraine, where he worked in the Secretariat of the Government Commissioner for the European Court of Human Rights, where, in particular, he coordinated the implementation of the decisions of the European Court of Human Rights.

From June 2012 to March 2018 he was the Head of the Secretariat of the National Human Rights Institution (Ombudsman of Ukraine). He was a human rights expert of the Council of Europe, the OSCE, and other international organizations engaged in the protection and promotion of human rights and fundamental freedoms. Member of International Association of Court Administration since 2022.