

Intellectual component of the professional competence of SFS officials

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In the article, the authors argue that reforming the fiscal service will result in significant changes in the system of SFS. It will require adjustment of cadres of fiscal service and will stand up the question: how today cadres of SFS are prepared for quality implementation of new features, missions, acquisition of new competencies.

Professional activities of officials of the SFS system require a wide range of advanced characteristics of a person. It changes professional selection on objectively difficult choice of the most prepared people for the fiscal service.

We believe that professional activity requires from official specific mental abilities and intellectual behaviour, including verbal intelligence, ability to solve problems, practical intelligence. Research results of domestic and foreign scientists in the field of human resource management proved that allotment of the main characteristics of the selection process of cadres is expedient. The essential features of suitability (unsuitability) of person to perform complex professional duties needed to be separated because officials of SFS should be professionally competent.

The solution of problem of development and increase of professional competence of SFS officials requires an integrated approach. When considering the issue of

growth of professional competence, such components of professional competence in the selection and promotion of officials should be considered as professional, business, moral, psychological, social and intellectual.

In developed countries professional competence is a core value that is a base for current HR service in the SFS. An official of fiscal service should have a certain set of personal qualities to carry out professional activities. Important components of the structure of personal qualities of candidates for vacancies in the system of SFS are their intellectual abilities.

Officials should be able to agree on targets and solve various multiple tasks at the same time, strive for development and innovation.

Thus, the intellectual component of professional competence occupies a prominent place in the professional selection to SFS. Officials of system SFS must have a sense of success, initiative, creativity, self-regulation and awareness of the feasibility of realization of their intellectual resources. That is why the intellectual abilities of managers of all levels and other officials responsible for achieving the stated goal should be at a high level in order to effective implementation of policy documents and programs.