

IMPROVING THE LEADERSHIP CAPACITY OF KEY DISTRICT-LEVEL OFFICIALS IN QUANG BINH PROVINCE

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In recent years, the Party Committees at all levels in Quang Binh province have focused on perfecting, consolidating and improving the leadership capacity for key district-level officials, creating positive and effective changes in personnel work. The article studies the theoretical and practical basis, analyzes the current situation of leadership capacity of key district-level officials in Quang Binh province, thereby proposing solutions to improve the leadership capacity of key district-level officials to meet task requirements in the new situation.

Keywords: Leadership capacity; key officials; district level; Quang Binh Province.

1. Introduction

During his lifetime, President Ho Chi Minh paid special attention to the staff. Being the root of all problems, success or failure of work depends on the quality of staff: “Staff are the chain of the apparatus. If the chain is not good and does not run, then the engine, even if it is good, even if the entire machine runs, will be paralyzed. Officials are the people who carry out the policies of the Government and the Union to implement among the people. If the officials are bad, good policies cannot be implemented” (Ho Chi Minh, 2011, p. 68). In any period of the revolution, cadres and cadre work are also important issues, contributing to determining the success or failure of the Party's revolutionary organization and leadership. President Ho Chi Minh said, “When there is a correct policy, the success or failure of that policy depends on how work is organized, the selection of officials and inspection work. If those three things are sketchy, no matter how correct the policy is, it will be useless” (Ho Chi Minh, 2011, p. 636).

Resolution of the 3rd Plenum of the 8th Central Committee on the Personnel Strategy in the period of promoting industrialization and modernization of the country, and recently the Resolution of the 7th Plenum of the 12th Central Committee on focusing on building a team of officials at all levels, especially at the strategic level, all

affirmed, “Officials are the deciding factor in the success or failure of the revolution; Personnel affairs plays a “key” role in building the Party and political system... Investing in building a team of officials is an investment in long-term, sustainable development (Office of the Party Central Committee, 2018, p. 54). General Secretary Nguyen Phu Trong once emphasized: In any revolutionary period, in any field or locality, officials always play a decisive role; Personnel affairs not only plays a key role in building the Party but is also a vital link in all Party activities, a factor determining the success or failure of the revolution. Therefore, it is important to research the theoretical and practical basis and analyze the current state of leadership capacity of key officials at district-level in Quang Binh province. From there, orient solutions to improve the leadership capacity of key district-level officials to meet task requirements in the new situation.

2. Research content

2.1. Leadership capacity of key district-level officials

The leadership capacity of key district-level officials is a necessary and sufficient condition for the leadership entity to perform its functions and tasks and affirm its leadership role. Leadership capacity of key district-level officials includes:

(1) Develop, promulgate resolutions and thoroughly concretize resolutions of district-level party congresses to organize implementation;

(2) District-level government leadership capacity to concretize and institutionalize resolutions and decisions of district-level Party Committees on economic, cultural, social, security and defense development and organize implementation;

(3) Capacity to conduct ideological work of key district-level officials and lead ideological work of party committees, party organizations, and organizations in the district-level political system;

(4) Leading and conducting Party building work, detecting, preventing and repelling recession, building strong party organizations, building a strong team of officials and party members of the district-level Party Committee, successfully completing assigned tasks;

(5) Promoting the strength of the Vietnamese Fatherland Front, socio-political organizations and local people to successfully implement the Party's guidelines and policies, the State's policies and laws, resolutions and directives of the Provincial Party Committee, provincial government and local political tasks;

(6) Competencies for inspection, supervision, preliminary and final review.

2.2. Leadership capacity of key district-level officials in Quang Binh province in the current situation

Quang Binh province belongs to the North Central economic region, the North borders Ha Tinh province, the south borders Quang Tri province, the east borders the East Sea, the west borders the Lao People's Democratic Republic with a border length of 222.118 km in the West. The natural area of Quang Binh is currently 8,065.3 square kilometers, the population is 904,607 people as of December 31, 2020, including 8 district-level administrative units (6 districts, 01 town, 01 city).

Studying, thoroughly grasping, and implementing President Ho Chi Minh's ideology and the Party's resolutions on personnel and staff work, in recent years, the Standing Committee of the Quang Binh Provincial Party Committee has issued many documents as well as regularly directly direct the work of building a team of officials in general, and a team of key district-level officials in particular, specifically:

- Action Program No. 08-CTr/TU, term 2015-2020 on innovating personnel work;

- Official Dispatch No. 408-CV/TU, dated December 28, 2017 on organization, arrangement and streamlining of the apparatus in the spirit of Resolution No. 39-NQ/TW, dated April 17, 2015 of the Politburo on streamlining staff and restructuring the team of officials, civil servants and public employees;

- Plan No. 55 KH/TU, dated February 8, 2018 on implementing Resolution 18-NQ/TW, dated October 25, 2017 of the 12th Central Committee: *"Some issues on continuing to innovate and reorganize the apparatus of the political system to ensure streamlining, effective and efficient operation"*;

- Plan No. 64-KH/TU, dated April 5, 2018 on rotation of current officials and reserve positions of officials under the management of the Provincial Party Committee Standing Committee, term 2015 - 2020;

- Plan No. 86-KH/TU, dated September 28, 2018 on implementing the Resolution of the 7th Conference of the 12th Central Committee on focusing on building a team of officials at all levels, especially the strategic level, with sufficient qualities, capacity and prestige, on par with their tasks.

In addition, the Provincial Party Committee and the Provincial Party Standing Committee directed Party Committees at all levels to focus on reviewing functions and tasks, perfecting the organizational structure according to the job position of each agency and staff in accordance with actual work and ensuring efficiency. Implementing the direction of the Provincial Party Standing Committee, Quang Binh province has focused on improving the leadership capacity of officials at all levels. First of all, key officials has been focused on building strong political spirit, good qualities and capabilities; This team structure is consistent with the task of local socio-economic development, ensuring a continuous and steady transition between generations of officials, meeting the requirements and tasks of the new era. Second, strongly innovate personnel work, selection and appointment processes; Improve the quality of human resource planning, ensuring initiative, foresight, and meeting both immediate and long-term tasks. It is necessary to continue to well implement the policy of rotating officials to train and foster this team of officials. Third, restructure the team of key officials at all levels according to requirements to ensure quantity, focus on quality, and ensure a reasonable structure between leadership and management positions, ranks and levels of civil servants according to the correct job positions; reasonable between ages and areas; Increase the number of young officers and female officers. Fourth, focus on improving the capacity of key officials, especially thinking capacity and problem-solving capacity.

To improve the leadership capacity of key officials, Quang Binh province has focused on training and fostering and considers this a very important step in improving the quality of the staff. "During the 2015-2020 term, Quang Binh sent 4,616 officials to participate in political theory training, including 3,940 comrades at intermediate level,

663 comrades at advanced level and 13 bachelor comrades. 1,852 officials were trained in state management knowledge; 1,920 comrades were trained in national defense and security knowledge. 7 officer training classes have been organized with 681 students, of which 01 class is for the provincial Party Committee for the term 2020 - 2025, with 80 students; 02 training classes for commune-level Party Committee secretaries with 159 students; 01 pre-requisite training class for key positions at district level and provincial leaders and managers, with 59 students; 01 preparatory training class for leadership and management positions at department and sector levels, with 131 students” (Quang Binh Provincial Party Committee, 2020, p.131).

Quang Binh has focused on training and fostering both political ideology and expertise, ensuring that officials at all levels have strong political spirit, steadfastness, absolutely faithful to the Party; ensuring moral qualities and a pure, healthy lifestyle, expertise, agility and creativity, contributing to building a team of officials who are good experts in each assigned field. Although many efforts have been made, the qualifications of some key district-level officials present do not meet the requirements and tasks in the new situation. This is reflected in the evaluation and ranking of key district-level officials (Figure 1). Specifically as follows:

- In 2016: Quang Binh province had 336 key district-level officials, of which 124 comrades completed their tasks excellently, accounting for 36.9%; 211 comrades completed the task well, accounting for 62.8%; There was 01 comrade completing the task, accounting for 0.3%; The rate of not completing the task is 0%.

- By 2021, the number of key district-level officials in Quang Binh province is 319 comrades, of which 42 comrades classified as having excellently completed their tasks, accounting for 13.2%; 272 comrades completed the task well, accounting for 85.3%; There were 03 comrades completing the task, accounting for 0.9%; There were 02 comrades who failed to complete their tasks, accounting for 0.6% (People's Committee of Quang Binh province, 2021).

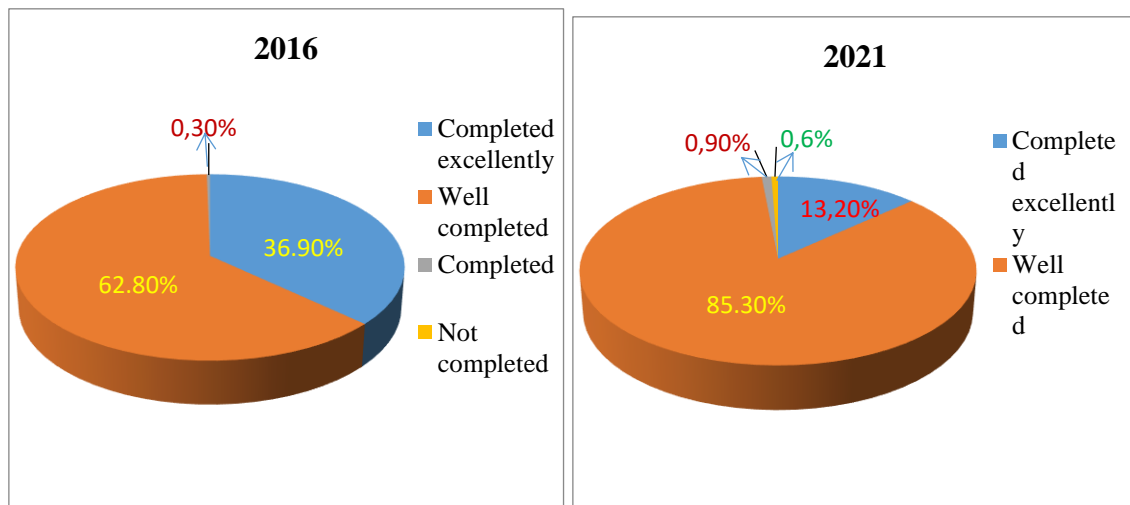


Figure 1: Results of evaluation and ranking of District Executive Committee members at Quang Binh Provincial Party Committee (period 2016-2021)

Source: People's Committee of Quang Binh province, 2021

The failure of the key officials at the district level to fully meet the requirements of the task in the new situation is also reflected in the fact that the number of key officials with advanced degrees in political theory is not large. The political theoretical thinking capacity of some key officials still has certain limitations. Therefore, some key officials are still confused in advising on planning, implementing and concretizing the Party's policies and guidelines, the State's policies and laws into specific local conditions. The capacity of some key officials does not really meet the requirements and tasks in the cause of industrialization, modernization, and international integration, especially in the current information explosion period. Some have not really made an effort to study, research, and practice to improve their professional qualifications.

2.3. Some recommended solutions

In training key officials at district level, it is necessary to improve training efficiency and diversify training types according to the job position, title and position of trained officers. Key officials at all levels in the planning area need to be carefully trained to gradually meet the requirements to gradually meet the requirements before promoting, appointing and standardizing officials. The knowledge that needs special attention to be fostered includes Marxism-Leninism; Ho Chi Minh's ideology; guidelines, policies, laws of the Party and State; Knowledge of history, culture, professional knowledge and expertise in Party building, economic management, state management, social management, science - technology, foreign languages, information technology, etc.

It is necessary to ensure a close connection between training and fostering with the functions and tasks of key district-level officials, helping them to have enough bravery, knowledge, and experience to handle tasks well, ensuring the successful completion of assigned tasks, meeting the requirements of local socio-economic development tasks and must synchronously implement the following solutions:

Firstly, innovate and strengthen political and ideological education, training, and improve political spirit for key district-level officials; Proactively grasp the situation, ideological developments, and promptly orient key staff to emerging problems; Strengthen the responsibility of key officials in protecting the Party's ideological foundation and fighting against wrong and hostile views. In addition, regularly research, supplement and perfect revolutionary ethical standards in accordance with new conditions and good cultural traditions of the nation, serving as a basis for key officials to voluntarily cultivate and train themselves. It is necessary to promote revolutionary ethics education, thereby raising the awareness of cultivating and training in political spirit, moral qualities, lifestyle, "self-reflection", "self-correction", and promoting the honor and self-esteem of party members.

Second, the quality of training needs to be improved, ensuring the effectiveness of the contents and leadership methods of personnel work, gradually perfecting the team of key district-level officials in accordance with reality. The content, methods, leadership style, and working style must be gradually innovated to improve the responsibility and capacity of key district-level officials, ensuring the Party's core role and comprehensive leadership at the grassroots level. Strictly implement the principles of democratic centralism, self-criticism and criticism, maintain discipline and unity within the Party.

Third, improve political bravery, leadership capacity, skills and work expertise for key district-level officials. Political theoretical training needs to be promoted to regularly train key officials in terms of skills and expertise in Party work, populace affairs; forecasting, assessing the situation; the ability to concretize and organize the implementation of the Party's guidelines and policies, meeting the practical requirements of the locality.

Fourth, inspection, supervision, and discipline of the Party must be emphasized on the basis of combining regular inspection and supervision with specialized inspection and supervision. The following contents need to be focused on: (1) The implementation of the Party's Charter; (2) The observance of the principles of democratic centralism, internal unity, party activities; (3) The performance of work duties, the responsibility of setting an example for Party members; (4) Compliance with regulations on what party members cannot do. Strengthen inspection and supervision of party committees and superior inspection committees for grassroots party organizations.

Fifth, in arranging and using district-level officials and civil servants, it is necessary to publicize information about candidates before elections and appointments so that people can exercise their right to supervise. The power control mechanism needs to be effective, ensuring the prevention of position and power manipulation among key officials at the district level. District Party Committees need to have specific plans and regulations to seriously implement Regulation No. 205-QD/TU, dated September 23, 2019 of the Politburo "*On controlling power in personnel affairs and preventing position and power manipulation*". Implement well the power control mechanism on the principles of "*The Party leads, the State manages, and the people are the masters*", through self-criticism and criticism within the Party, the promulgation and enforcement of Party regulations, legal provisions, and people's supervision. Promoting the role of the Vietnam Fatherland Front, socio-political organizations and constructive participation of the people, improving the quality of grassroots party organizations and party members.

3. Conclusions

To improve the leadership capacity of key district-level officials in Quang Binh province to meet task requirements in the new situation, it is necessary to promote the responsibility of heads of party committees, authorities, agencies and organizations. Through regularly reviewing the training level and capacity of officers to develop appropriate and effective plans in arranging, deploying and using staff. It is necessary to promote reform of the civil service and civil servant regime to improve quality; Developing a team of officials with sufficient political qualities, ethics, qualifications, capacity and working skills; Combine training and fostering with rotation to train key officials in practice.

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TÓM TẮT

NÂNG CAO NĂNG LỰC LÃNH ĐẠO CỦA ĐỘI NGŨ CÁN BỘ CHỦ CHỐT CẤP HUYỆN Ở TỈNH QUẢNG BÌNH

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Những năm qua, các cấp ủy ở tỉnh Quảng Bình đã tập trung kiện toàn, củng cố, nâng cao năng lực lãnh đạo cho đội ngũ cán bộ chủ chốt cấp huyện, tạo nên những chuyển biến tích cực, hiệu quả trong công tác cán bộ. Bài viết nghiên cứu cơ sở lý luận, cơ sở thực tiễn và phân tích thực trạng năng lực lãnh đạo của đội ngũ cán bộ chủ chốt cấp huyện ở tỉnh Quảng Bình, từ đó đề xuất giải pháp nâng cao năng lực lãnh đạo của cán bộ chủ chốt cấp huyện đáp ứng yêu cầu nhiệm vụ trong tình hình mới.

Từ khóa: Năng lực lãnh đạo; cán bộ chủ chốt; cấp huyện; tỉnh Quảng Bình.