An extended abstract of a paper on the subject of:

THE USE OF FUNCTIONAL AND COMPETENT APPROACH TO THE MECHANISM OF FORMATION OF POLITICAL AND ADMINISTRATIVE ELITE

Problem setting. At crisis times the human community always needs people who can take responsibility for making crucial decisions, choices and actions. Their abilities, intelligence, foresight, determination help the society to overcome problems. Traditionally, such tasks are assigned to the political and governing elite, which is summoned to professionally govern the affairs of society, to resolve conflicts, reconcile contradictions, to ensure the welfare of citizens.

No doubt that at the present stage, as never before, Ukraine needs administrators, politicians of new generation, capable to perform large-scale tasks, so the problem of formation of competent political and administrative elite is of particular relevance.

Recent research and publications analysis. The formation of political and governing elite in Ukraine is researched by such scientists as E. Afonin, V. Hoshovska, O. Kriukov, I. Lopushynskyi, A. Pakhariev, L. Pashko, M. Piren, A. Rachynskyi, etc.

Likewise, the basic principles of competence approach to public administration were considered by V.Hoshovska, L.Kotyk, M.Kuznetsova, N.Serohina, V. Soroko, I.Surai etc.

However, despite numerous scientific developments in this area, application of functional competence approach to the formation of the political and governing elite requires separate consideration.
**Paper objective.** The purpose of this article is to study the main aspects of functional competence approach in the formation mechanism of the political and governing elite at the present stage of state building.

**Paper main body.** The concepts of competence and expertise are determined in conjunction with each other, and the level of competence depends on conformity to the requirements of competence. Competence is determined by the person who sets the task, who is an employer, leader, and competence is formed in the learning process and is implemented and developed in professional activity.

In the framework of functional competence approach competences are interpreted as the ability to fulfill responsibilities and meet professional standards of competence.

In our opinion, the core competence of the political and governing elite included:

- strategic vision;
- planning and management of resources;
- development and evaluation of programs;
- representation of authority and interaction.

Functional competencies of political and governing elite should include competence in the field of political management, economic analysis, the public and municipal finance, scientific management, personnel management, etc.

An important role in the formation and development of the competence of the political and governing elite belongs to public authorities. They have wide possibilities of increasing the level of competence of management staff, the establishment legal and institutional conditions for that, the formation of balanced system of indicators (criteria) of their evaluation.

**Conclusions of the research.** The main areas of application of the functional competence approach to the mechanism of the formation of the political and governing elite are: improvement of normative-legal regulation of functional duties and responsibilities of the elite members, the openness of state structures, encouraging the implementation of innovations in practical activities of the elite,
control over management decision-making and implementation, the introduction of specialized life-long education for the members of the political and governing elite.

Optimization of activity of government authorities on the development of the competence of the political and governing elite and improving criteria for the evaluation of its activities create the possibility to give it new momentum in the implementation of the innovative development of the country and society as a whole.