

## CALL FOR CANDIDATES FOR SECONDMENTS

### ***“EU Support for Rule of Law” (North Macedonia)***

The Centre for European Perspective ([www.cep.si](http://www.cep.si)), in consortium with partner organizations from various EU member states, is currently developing a proposal for an EU Grant “EU Support for Rule of Law” in North Macedonia and is therefore selecting candidates for secondments for six long term positions. Selected candidates will be assigned in case of the action award.

The **overall objective** of the action is to strengthen the rule of law in North Macedonia.

The **specific objectives** of the project are:

1. To improve the capacities of justice institutions to deliver justice in a transparent and accountable manner;
2. To strengthen the capacities to effectively implement modern investigation techniques in fighting organized crime;
3. To improve prevention and fight against corruption; and
4. To enhance protection of fundamental rights.

The assistance to the justice and security sector institutions in North Macedonia is to be primarily given by coaching and mentoring by EU member states experts, and peer-to-peer exchanges between experts from North Macedonia and EU member states’ institutions, through a practical hands-on transfer of experience.

In accordance with the specific objectives, the project is structured in **four components**: (1) justice institutions and judicial reforms; (2) investigation techniques and fight against organized crime and terrorism; (3) prevention and fight against corruption; and (4) protection of fundamental rights and alternative sanctions.

The project is scheduled to start not earlier than **1 November 2020** with an expected duration of **48 to 60 months**.

### **Application Procedure:**

1. Deadline for applications: **20 May 2020, 17.00 hrs. (CET)**
2. Please send your CV using the Europass template and cover letter via e-mail to the following e-mail address: [secondments@cep.si](mailto:secondments@cep.si)

3. Please indicate the position number(s) as set out below clearly in your email as well as in the cover letter.
4. Only shortlisted candidates will be contacted.
5. In case of any questions regarding the long term expert positions and the action, you may contact: Ms Andreja Dolničar Jeraj (Andreja.Dolnicar-Jeraj@cep.si).

Experienced and motivated candidates are sought for the following positions:

- **Position 1: Team Leader**
- **Position 2: Component Leader Justice Institutions and Judicial Reform**
- **Position 3: Component Leader Investigation Techniques and Fight against Organized Crime and Terrorism**
- **Position 4: Component Leader Prevention and Fight against Corruption**
- **Position 5: Component Leader Protection of Fundamental Rights and Alternative Sanctions**
- **Position 6: Senior ICT Project Manager**

All six experts will be based in **Skopje**, North Macedonia, on a **full-time (100%)** basis from the start date of the action (preliminary 1 November 2020) until the end of the action.

Position 1: Int. Long Term Expert 1: Team Leader (TL)

**Description of main responsibilities:**

- Overall and strategic management of the project implementation, responsible for the achievement of the results, reporting to the relevant Task Manager at the European Union Delegation (EUD) in Skopje;
- Establishment, together with the EUD and the Macedonian institutions regarded as final beneficiaries, of a monitoring and evaluation system in order to assess the progress of the project;
- Responsibility for the project action plan; review all strategic project documents and ensure proper quality of reports and outputs; ensure continuity of implementation through the execution of the day to day management; nominate and supervise the medium and short-term experts; provide detailed reports on the impact of the project; respect and ensure the proper application of the provisions of the contract;
- Overseeing and planning of the project activities and coordinate the work of the component leaders and other project staff;

- Representing the project and its implementing consortium on the ground in general contacts with governmental and non-governmental organizations and institutions;
- In close cooperation with the project director / project manager (co-) responsible for the financial management of the project.

**Professional experience:**

- Senior legal expert with at least 15 years of professional experience in justice sector institutions of an EU Member State, preferably a Ministry of Justice;
- Strong professional experience in supervision of justice sector structures and justice sector and security sector reform and management;
- International experience is considered a strong added value, experience in advising justice sector institutions in preparation of EU accession is an asset;
- Proven experience (in at least one position) in supervising, coordinating and monitoring projects on justice sector reform and institution building;
- Proven track-record of project management experience preferably with EU projects.

**Qualifications and skills:**

- University degree in law;
- Perfect command of written and spoken English and fully computer literate;
- Sound command of one of the languages in Western Balkan region is an asset;
- Sound knowledge of European standards and best practices in justice and security matters, in particular of the relevant EU Acquis Chapters;
- Ability to develop high-quality relations with justice stakeholders, capacity to implement and to communicate solutions to problems in different legal environments, and provide advice on day-to-day questions from project stakeholders;
- Proven communication and public relations skills;
- Strong strategic and analytical capacity;
- Leadership skills to manage and motivate a multinational team of specialists and to interact with project partners, the European Union Delegation, civil society and the media;
- Previous experience in working in North Macedonia or another country in the Western Balkans is an asset.

### Main responsibilities of the Component Leaders and IT Project manager

Component Leaders and the IT Project Manager should be responsible for leading in their sector of expertise the assistance to the institutions, including:

- Providing direct advice and mentoring to relevant institutions of the sector and monitor progress on the project and ensure periodic thematic progress reports for the European Union Delegation, the Authorities and/or for the Steering Committee are prepared;
- Developing and maintaining close links and excellent working relations with their counterparts and with experts of other EU funded projects in the sector, to ensure the maximum coordination and dissemination of information;
- Managing respective work plan-related aspects of the project on a day-to-day basis;
- Co-ordinating relevant project activities and to ensure that the project is carried out within the planned time schedule;
- Providing advisory support in policy formulation;
- Delivering training courses in their respective areas of expertise to their counterparts;
- Planning and coordinating outputs;
- Supervising the national and international project technical staff in their area of expertise;
- Coordinating and organizing study visits, training activities, workshops and public awareness activities;
- Ensuring proper quality of outputs in their respective areas.

The main professional experiences and requirements concerning qualification and skills for the various component leaders sought for, are the following:

#### Position 2: Component Leader Justice Institutions and Judicial Reform

##### **Professional experience:**

- Senior legal expert with at least 15 years of professional experience in justice reform, preferably acquired at senior position in an EU Member State institution (court, judicial/prosecutorial council, prosecution office or Ministry of Justice);
- Experience in development of policies and strategies in particular in justice reform;
- Experience in management of judicial institutions and judicial self-administration, case management, HRM aspects of the judicial institutions, IT systems in judicial institutions;
- Knowledge about and preferably experience with judicial training systems;
- Proven experience in donor-funded international reform projects in EU Pre-Accession countries is an advantage;

**Qualifications and skills:**

- University degree in law;
- Excellent knowledge of European standards and best practices in judicial and prosecutorial systems, Including the relevant EU Acquis;
- Good command of written and spoken English and fully computer literate;
- Sound command of one of the languages in Western Balkan region is an asset;
- Ability to implement as well as communicate solutions to problems in different legal environments, and provide advice on day-to-day questions from project stakeholders;
- Excellent interpersonal and communication skills, reporting and analytical capacity;
- Experienced in working in a multidisciplinary team;
- Sound management and coordination skills, capacity to interact with high-level project partners, the European Union representation, civil society and the media;
- Previous experience in working in North Macedonia or another country in the Western Balkans is an asset.

**Position 3: Component Leader Investigation Techniques and Fight against Organized Crime and Terrorism**

**Professional experience:**

- Senior legal expert (senior police officer or senior prosecutor) with at least 15 years of professional and practical experience in criminal justice, investigative work, cooperation between the different actors in the criminal justice chain, and fight against organized crime acquired in an EU Member State;
- Sound knowledge of European policies and practices in the field of fighting organized crime and terrorism;
- Professional experience in and knowledge about special investigative measures is a strong asset;
- Proven experience in donor-funded international reform projects in EU Pre-Accession countries is an advantage;
- Knowledge about and practical experience in the following specific fields is an asset: fighting high-level corruption and economic crime, cybercrime, radicalization, Prevention and Countering Violent Extremism (P/CVE), Counter Terrorism (CT), fight against trafficking of drugs, trafficking in human beings, smuggling of migrants, arms, war crimes investigations, financial crimes, recovery and freezing/seizure of assets, including the establishment of an asset recovery office (ARO).

**Qualifications and skills:**

- University degree in law or comparable 15 years of experience and qualifications in an investigative position;
- Excellent knowledge of European standards and best practices in prosecutorial and criminal justice systems including the relevant EU Acquis;
- Good command of written and spoken English and fully computer literate;
- Good command of one of the languages in Western Balkan region is an advantage;
- Ability to implement as well as communicate solutions to problems in different legal environments, and provide advice on day-to-day questions from project stakeholders;
- Excellent interpersonal and communication skills, reporting and analytical capacity;
- Experienced in working in a multidisciplinary team;
- Sound management and coordination skills, capacity to interact with high-level project partners, the European Union representation, civil society and the media;
- Previous experience in working in North Macedonia or another country in the Western Balkans is an asset.

**Position 4: Component Leader Prevention and Fight against Corruption**

**Professional experience:**

- Senior expert with at least 15 years of professional experience in preventing and combatting organized crime, preferably acquired at senior position in an EU Member State institution responsible for the prevention and fight against corruption;
- Experience in development of policies and strategies in preventing and fighting corruption in a broad sense of the word, including in the area of asset declaration, public procurement, lobbying and financing of political parties;
- Experience in managing the institutions responsible for the prevention and fight against corruption;
- Proven experience in donor-funded international reform projects in EU Pre-Accession countries is an advantage;

**Qualifications and skills:**

- University degree / higher diploma / certificates related to and/or sufficient practical experience in preventing and fighting corruption;
- Excellent knowledge of European standards in the prevention of and the fight against corruption, including the relevant EU Acquis;
- Good command of written and spoken English and fully computer literate;
- Good command of one of the languages in Western Balkan region is an asset;

- Ability to implement as well as communicate solutions to problems in different legal environments, and provide advice on day-to-day questions from project stakeholders;
- Excellent interpersonal and communication skills, reporting and analytical capacity;
- Experienced in working in a multidisciplinary team;
- Sound management and coordination skills, capacity to interact with high-level project partners, the European Union representation, civil society and the media;
- Previous experience in working in North Macedonia or another country in the Western Balkans is an asset.

**Position 5:** Component Leader Protection of Fundamental Rights and Alternative Sanctions

**Professional experience:**

- Senior legal expert with at least 15 years of professional experience in the area of protection of fundamental rights and human rights, preferably acquired at a senior position in an EU Member State public or private institution;
- Sound knowledge of and preferably some practical experience with the use of alternative sanctions;
- Experience in development of policies and strategies in the area of human rights and alternative sanctions;
- Knowledge about the position and functioning of the main human rights bodies, including Ombudsman type institutions, national human rights councils, commissions for the protection against discrimination and for equal treatment, and national commissions for the protection of child rights;
- Proven experience in donor-funded international reform projects in EU Pre-Accession countries is an advantage.

**Qualifications and skills:**

- University degree in law or another field relevant for the position;
- Excellent knowledge of European standards and best practices on human rights, alternative sanctions, and the place and position of the main actors for the protection of fundamental rights (like e.g. the Ombudsman), including the relevant EU Acquis;
- Good command of written and spoken English and fully computer literate;
- Good command of one of the languages in Western Balkan region is an asset;
- Ability to implement as well as communicate solutions to problems in different legal environments, and provide advice on day-to-day questions from project stakeholders;

- Excellent interpersonal and communication skills, reporting and analytical capacity;
- Experienced in working in a multidisciplinary team;
- Sound management and coordination skills, capacity to interact with high-level project partners, the European Union representation, civil society and the media;
- Previous experience in working in North Macedonia or another country in the Western Balkans is an asset.

#### Position 6: Senior ICT Project Manager

For the entire duration of the project, a senior ICT project manager will coordinate and support all ICT activities foreseen under the project in the different components, including for the support for the implementation of the ICT Strategy for the Judiciary, the support to the data analytical tools for the case management systems for the judges and prosecutors and the support to the activities of the State Commission for Prevention of Corruption.

#### **Professional experience:**

- senior ICT professional with at least 15 years of professional experience in the field of ICT policy in the justice sector and in implementation of ICT reforms in the justice sector of an EU member state;
- Proven professional experience in ICT regulatory and institutional framework and in implementation and/or development and/or management of ICT solutions in the area of justice sector;
- In-depth knowledge of European standards and best practices in the relevant fields;
- An advanced understanding of ICT in an organizational environment, through study or experience;
- Excellent and proven knowledge of: Desktop, server and mobile device hardware & software; Windows Active Directory users and computers, Group Policy, DNS and DHCP; Microsoft and Apple desktop and server operating systems and applications; Administration of Microsoft 365 or similar cloud technologies; Imaging software, for distributing client images and software packages; Effective training techniques.

#### **Qualifications and skills:**

- Ability to build good relationships with users;
- Skilled at providing excellent levels of customer care;
- Methodical, organised and thorough administration skills;
- Proven incident/problem identification skills, with ability to resolve effectively;

- Ability to maintain a high degree of accuracy and attention to detail;
- Ability to prioritize and plan work to ensure that deadlines are achieved, and the demands of urgent ad-hoc work are accommodated;
- Experienced in working in a multidisciplinary team.