

European Judicial Training Network
Réseau Européen de Formation Judiciaire

Open Call for Experts in Judicial Training

Pilot Action on Judicial Training (“Western Balkan II Project”)

<u>Reference Number:</u>	12-1/2022
<u>Number of experts:</u>	2 (two) to 4 (four)
<u>Starting Date:</u>	17 October 2022
<u>Reporting to:</u>	Project Leader
<u>Duration:</u>	October 2022 to February 2023
<u>Deadline for applications:</u>	30 September 2022

I. Project Background:

The **European Commission’s Directorate-General for Neighbourhood and Enlargement Negotiations – Unit D.5 Regional Cooperation and Programmes (hereinafter: DG NEAR)** is rolling out the action “IPA II Multi-country Action Programme 2020 – part 1, EU Integration Facility for the Western Balkans and Turkey, IPA 2020/041-818.10/MC/EU Integration Facility” to support the enlargement and association and stabilisation process as well as the Western Balkan Strategy. The pilot action aims at strengthening the rule of law in the targeted Western Balkan IPA II beneficiaries by enhancing the knowledge, skills and capacities of judges and prosecutors, primarily on the EU *acquis*. This will be achieved by improving the institutional capacity of targeted judicial training institutions in delivering strong, adequate, and efficient judicial training to judges and prosecutors on the EU *acquis*, including on the rule of law.

The European Judicial Training Network (hereinafter: EJTN) has been identified and contracted by DG NEAR as the implementing partner for this action. EJTN’s strength lies in the technical expertise of its members and high level of acceptance among the Western Balkan IPA II beneficiaries, most of which are EJTN observers. EJTN will not offer ex-cathedra support but will rather support the beneficiaries’ judicial training schools on the eye-level, mentoring a “journey” by which the beneficiaries will perform a training lifecycle on their own.

The Project will work across two separate yet closely related components over a three-year period, starting from March 2022.

The first component, which identifies the Serbian Judicial Academy (hereinafter: JA) and the Montenegrin Judicial Training Centre (hereinafter: JTC) as the primary beneficiaries of the action, aims to strengthen the already-existing capacities of these institutions to conduct training needs assessments (hereinafter: TNA(s)), and design and implement training at the national level, primarily on the EU *acquis*.

The second component aims at capitalizing on the key function of EJTN as a platform for exchange of best-practices among European judicial training institutions. The Project will facilitate participation of representatives from all Western Balkan IPA II beneficiaries to EJTN seminars, exchange programmes, the General Assembly annual event, and the Themis Competition, specifically targeting court presidents, chief prosecutors, judicial trainers, and other members of the judiciary who can successfully strengthen institutional ties among the Western Balkan judicial training schools and their EU peers.

The present call for experts in judicial training is directed to national experts of EJTN Members having experience in capacity-building actions and in managing judicial training projects, who will assist with implementation of the first component of the Project.

II. Scope of the Call

All EJTN Members are hereby invited to propose one or more expert(s) to assist in the implementation of the first component of the Project, as it relates to the development of the TNAs.

2 (two) to 4 (four) experts will be selected under the present call to work closely with JA and/or JTC staff. The experts will provide expertise and specialised knowledge of training methodologies and judicial training on the EU *acquis*, to support the development of the TNAs, as described in this call for applications.

Please note that **another call for experts will be released in 2023** for the design and implementation of the training at the national level based on the outcome of the TNAs.

III. Scope of Work:

Under direct supervision of the Project Leader, the Project Experts will contribute to the achievement of Outcome 1. and Output 1.1., as specified in the Description of Action:

- Outcome 1. – *“The Serbian Judicial Academy (JA) and the Montenegrin Judicial Training Centre (JTC) effectively deliver strong, adequate, and efficient judicial training to judges and prosecutors, mainly on EU acquis”.*
- Output 1.1. – *“JA and JTC are able to undertake Training Needs Assessments on EU acquis among judges and prosecutors”.*

The relevant indicators and targets for these results are:

- Outcome 1. – The project achieves 40% increase in level of satisfaction among key judicial stakeholders with the JA and JTC training offer and quality of training on the EU *acquis*.
- Output 1.1. – 2 TNAs on the EU *acquis* are conducted to standard (1 for JA and 1 for JTC). At least 50% of judges and prosecutors targeted by the TNA report satisfaction with the TNA exercise.

IV. Main Tasks and Responsibilities:

- Liaise with key project beneficiaries including JA, JTC, ministries of justice, high judicial councils, high prosecutorial councils, court presidents, chief prosecutors and judicial trainers in Serbia and Montenegro, and any other key stakeholders identified during the assignment, in relation to activities to be implemented under Outcome 1. and Output 1.1.;
- Support capacity building of JA and JTC and their staff in judicial training methodologies and assessment of the judicial training needs on the EU *acquis*, including on the rule of law, and be responsible for the methodological and andragogical aspects of the project's activities providing state of the art expertise;
- Work closely with JA and JTC staff to identify other organizations or individuals who should be involved in TNA design and implementation, keeping in mind representation, inclusion and transparency;
- Analyse the legislative and institutional frameworks of JA and JTC, including relevant procedures and processes, especially as they relate to development of TNAs, and draft recommendations for their improvement;
- Undertake meetings and interviews with JA and JTC staff and other relevant stakeholders, and review relevant reports and recommendations on JA and JTC, to identify real needs of the project beneficiaries, support the establishment of the baseline for Outcome 1., assess quality of the TNA process and content, and make recommendations for improvements based on received results;
- Organize and moderate meetings or workshops with JA and JTC staff and nominated court presidents, chief prosecutors and judicial trainers, provide training, assistance and transfer state of the art knowledge on TNA and the EU *acquis*, assess outcomes from meetings and workshops, and provide substantiated reporting;
- In cooperation with JA and JTC, analyse the relevant domestic legal framework and apply its relevant provisions to the recommendations for improvement of the TNA content and process;
- Review and apply EJTN and other relevant judicial training standards;
- Report regularly on the progress made and difficulties encountered to the project management team at EJTN.

V. Deliverables

- Prepare surveys, questionnaires, and interview questions for semi-structured interviews to be distributed to key judicial stakeholders in Serbia and Montenegro, after consultation with JA and JTC staff;
- Prepare agendas and supporting materials for missions, meetings and workshops with key judicial stakeholders in Serbia and Montenegro, and post-event reports with conclusions and recommendations for further actions;
- Prepare post-event evaluations for every meeting and/or workshop conducted on TNA with judicial stakeholders in Serbia and Montenegro;
- Prepare a TNA improvement plan, with specific recommendations for improvement of the TNA programme at JA and JTC;
- Draft mission reports with the relevant missions' outcome (assessment and recommendations) on the basis of a model to be provided by the project management team at EJTN.

VI. Eligibility Criteria:

Essential

- Judge, prosecutor or judicial trainer with experience in capacity-building actions and in delivering and managing judicial training projects;
- In-depth, state of the art knowledge of training needs assessment, judicial training methodologies and judicial training on the EU *acquis*, including on the rule of law;
- Excellent written and oral command of English.

Advantageous

- Knowledge and experience of the Serbian and/or Montenegrin judicial system(s);
- Knowledge of, and experience applying, the EJTN's handbooks, guidelines and principles on judicial training and evaluation.

VII. Duration of Assignment

It is expected that the assignment will commence no later than 17 October 2022.

If 2 (two) experts are appointed, each expert is expected to work up to 24 working days from the start of the assignment, until 28 February 2023.

If 4 (four) experts are appointed, each expert is expected to work up to 12 working days from the start of the assignment, until 28 February 2023.

VIII. Location

Home-based, with frequent travel to Serbia and/or Montenegro.

IX. Remuneration

The Experts will receive **expert fees** charged on a **per working day basis of 360€** for services rendered, and travel and subsistence allowances (per diems) for participation to meetings abroad in accordance with the EJTn scheme.

X. Application Rules / Selection process

EJTn members are invited to send nominations via email to Markus.Bruckner@ejtn.eu no later than the 30 September 2022. The subject of the email should include the reference of this call for applications, followed by the candidate's surname. Members who nominate more than one expert should rank the applications.

The application needs to contain the following:

- Letter of interest; and
- CV outlining relevant knowledge and experience.

Applicants may indicate if they prefer to work with JA or JTC, and/or if they are available to support both beneficiaries. The applicants should also indicate if they are available for an appointment of 24 working days and/or 12 working days.

All submitted applications will be assessed against the eligibility criteria described in Section VI., and candidates shortlisted by the EJTn Secretary General and the Project Leader. A final decision on appointment will be made by the Selection Committee composed of six members; the four representatives of EJTn Members in the Steering Group, the EJTn Secretary General and the Project Leader. In case the Selection Committee finds necessary, interviews with applicants will be held.

The contract will be awarded to the most suitable experts for the positions based on the knowledge, skills and expertise as demonstrated in the selection process.

The Selection Committee will appoint either 2 (two) experts to provide support to both JA and JTC, **or 4 (four) experts**, with 2 experts assigned to each judicial training institution.

XI. Code of Conduct and Disclaimers

The applicant once appointed shall work as an expert of the project and present themselves as such in his or her professional capacity when dealing with matters related to the project. This should also be reflected in any communication, publication, article, interviews, or whenever his

or her name is mentioned. In all written articles, papers, interviews, publications, etc. the usual disclaimer shall appear as follows: *“The contents and views expressed herein reflect only those of the expert(s) and the European Commission is not responsible for any use that may be made of these contents and views”*.

The advice provided to the project partners will be non-prescriptive. Against this background, the expert will avoid to give the impression that the provided advice represents the perceptions of the European Union, the European Commission or EJTN. The expert shall strictly consider the following confidentiality rules:

No information or advice stemming from or relating to the assignment is to be communicated to any other organisation(s) or individual(s) without prior consent of the EU Commission and EJTN. No public statement or presentation is to be made without prior agreement with the European Commission and EJTN.