

## VACANCY NOTICE

### Local Short-Term Expert on IT Strategic Planning

<b>Component:</b>	Component 1: Improve the capacities of justice institutions to deliver justice in transparent and accountable manner
<b>Activity:</b>	Activity 1.3.3 Supporting the ICT Council for the Judiciary
<b>Place of work:</b>	Skopje, North Macedonia
<b>Contractor:</b>	Center for International Legal Cooperation
<b>Working days:</b>	40 working days
<b>Expected start:</b>	9 March 2026

#### BACKGROUND

The Local Short-Term Expert in the field of IT strategic planning will be a part of the implementation team for the European Union funded project “EU Support for Rule of Law in North Macedonia”.

The Overall Objective of the project is to strengthen the rule of law in North Macedonia. The project has four specific objectives: 1. To improve the capacities of justice institutions to deliver justice in transparent and accountable manner, 2. To strengthen the capacities to effectively implement modern investigation techniques in fighting organized crime, 3. To improve the prevention and fight against corruption, and 4. To enhance the protection of fundamental rights.

The work will be carried out under Component 1 – Support to Justice Institutions, within the scope of implementation of the Activity 1.3.3 Supporting the ICT Council for the Judiciary.

The objective of the ICT Strategy for the justice sector in the Republic of North Macedonia (2019-2024) is to enhance the efficiency, transparency, and accountability of information systems in the judiciary. The strategy aims to achieve this by implementing ICT solutions and systems that align with European and international standards. Key goals include:

- Increasing Accessibility: Improving the ease of use and availability of justice services for all users.
- Improving Data Quality, Protection, and Security: Ensuring high standards for data management and safeguarding information.



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- Enhancing Efficiency: Streamlining business procedures and practices to reduce delays and improve the performance of judicial bodies and their employees.
- Strengthening Transparency and Public Trust: Providing online access to justice-related information and enabling electronic services such as e-filing and web services.
- Facilitating Cooperation: Enhancing interoperability and data exchange with other justice systems, European Union institutions, Member States, and international organizations.

The key stakeholders of the strategy include:

- Ministry of Justice of the Republic of North Macedonia
- Judicial Council of the Republic of North Macedonia
- Council of Public Prosecutors
- Supreme Court of the Republic of North Macedonia and courts
- Public Prosecutor's Office
- Directorate for Execution of Sanctions
- Academy for Judges and Public Prosecutors
- Public Notaries Chamber
- Bailiffs Chamber
- Chamber of Mediators
- Bar Chamber
- State Commission for Prevention of Corruption
- State Attorney's Office
- Ombudsman

The **ICT Council for the Judiciary** is an operative expert body established by the Minister of Justice to oversee and coordinate the implementation of ICT systems within the judicial sector. This body plays also a crucial role in the development, implementation, and oversight of the ICT Strategy. The Council is composed of representatives from judicial authorities and is supported administratively and technically by the Ministry of Justice. The establishment of the ICT Council is aimed at addressing the fragmented responsibility for ICT in the judiciary and promoting a centralized governance approach to ensure effective and efficient use of ICT resources. The key responsibilities and functions of the ICT Council include:

1. **Monitoring Implementation:** Continuous monitoring of the implementation of the ICT Strategy and Action Plan in the judiciary.
2. **Defining Policies:** Establishing and implementing ICT policies in the judiciary to ensure compliance with government ICT development policies.
3. **Project Oversight:** Regularly monitoring the progress of ICT projects and evaluating their effects.

4. **Internal Communication:** Improving internal communication to enhance the day-to-day activities of ICT staff in the judiciary.
5. **Education and Training:** Providing continuous education and training to upgrade the knowledge of ICT staff.
6. **Coordination:** Ensuring effective coordination between various judicial bodies in the operation of ICT systems.

Additional information on the ICT Council may be found at <https://www.pravda.gov.mk/resursi/26>.

## ROLES AND RESPONSIBILITIES

**The expert will concentrate his/her activities on:**

- Analysis of the current state of IT infrastructure, systems and capabilities in judiciary<sup>1</sup>, prosecution service<sup>2</sup> and Academy for Judges and Public Prosecutors
- Assessment of the status of implementation of the ICT Strategy 2019-2024,
- Development of part of the proposal of the new ICT Strategy 2025-2030 covering the judiciary, prosecution service and Academy for Judges and Public Prosecutors.

The expert shall work independently, in close cooperation with the Project team and the ICT Council. The key stakeholder institutions to be consulted include the Ministry of Justice, Supreme Court and selected courts, Public Prosecutor's Office (selected higher and basic prosecution offices), as well as Academy for Judges and Public Prosecutors. The expert shall ensure that the resulting strategy is aligned with the National Interoperability Framework and with other applicable governmental strategies, in particular with SMART/MK 2030 ICT Development Strategy<sup>3</sup>, and that it is in line with EU *acquis* requirements and is consistent with judicial reform priorities.

The expert is expected to demonstrate initiative, proactively identifying requirements, organizing necessary consultations, and managing the assignment workflow to ensure successful completion of all deliverables.

The expert shall be responsible for developing and maintaining a detailed work plan, coordinating all stakeholder interactions, and adapting the methodology as necessary to achieve the assignment's objectives.

### Planned results:

<sup>1</sup> the term "judiciary" covers all court levels and the Judicial Council

<sup>2</sup> the term "prosecution service" covers all levels of Public Prosecutor's Office and Council of Public Prosecutors

<sup>3</sup> [ICT Development Strategy: SMART/MK 2030 - ICT Development Strategy: SMART/MK 2030 - Regulation - Ministry of digital transformation - Republic of North Macedonia](#)

- Assessment report on the current state of IT infrastructure, systems and capabilities in judiciary and prosecution service and on the status of the implementation of the ICT Strategy 2019-2024 and of the associated action plan, in Macedonian and English;
- Partial development of the ICT Strategy 2025-2030 covering the judiciary and prosecution service, including strategic vision and mission statements for the ICT development, strategic goals, objectives and priorities, architectural, security, interoperability, and business continuity framework, IT governance model and IT service delivery, risk identification, assessment and mitigation strategies, action plan with prioritized activities (short, medium, long-term), implementation timeline and milestones, resource requirements (human, financial, technical), as well as key performance indicators (KPIs) and proposal for monitoring framework for tracking strategy implementation, in Macedonian and English,
- Mission Report in English.

## GENERAL REQUIREMENTS

- Master's degree in computer sciences, information sciences, management of information systems or a relevant, directly related discipline,
- A minimum of 15 years of experience in ICT,
- Sound analytical skills, ability to think strategically and develop long-term plans that align with organizational goals,
- Excellent verbal and written communication skills in English and Macedonian,
- Outstanding reporting skills,
- Flexibility, strong adaptation skills and capability of teamwork in a potentially challenging environment under tight deadlines

## SPECIFIC REQUIREMENTS

- Proven experience in planning and implementation of ICT strategies or large-scale ICT projects,
- Solid understanding of ICT infrastructure, applications, systems, and best practices in IT governance and security,
- Understanding of the legal and regulatory framework relevant to ICT in the judiciary,
- Experience with ICT project management,

## ADVANTAGES

- Experience in developing and managing comprehensive ICT strategies in the public sector in North Macedonia,
- Experience in leading large-scale ICT projects within the public sector, preferably within the judiciary or legal systems,

- Experience of working in the framework of similar donor financed projects in the Western Balkan Region,
- Internationally recognised certification on IT governance/service management (e.g. ITIL, COBIT), project management (e.g., PMP, PRINCE2, PM<sup>2</sup>), enterprise architecture (e.g. TOGAF) or business analysis (e.g. CBAP, BPMN, UML).

## CONTRACT AND REMUNERATION

The remuneration will be done in accordance with the grant contract.

## SUBMISSION OF APPLICATIONS

Applications must be sent in English (CV in Europass format and a motivation letter) via e-mail to [elena.brmbeska@rolaw.mk](mailto:elena.brmbeska@rolaw.mk) and [miroslaw.giembicki@rolaw.mk](mailto:miroslaw.giembicki@rolaw.mk) indicating "Short-term ICT Expert" in the subject line.

### Application submission deadline: 15 February 2026

Applications received after the deadline or incomplete applications will not be taken into consideration. Only short-listed candidates will be invited for an interview.

## IMPORTANT NOTICE

The expert must not have had any contractual relationship with the public administration of the Republic of North Macedonia for at least 6 months prior to his/her hiring.