

## VACANCY NOTICE

### Local Short-Term Expert for capacity building of the Council for Monitoring of Judicial Reforms for conducting result-based monitoring and evaluation of sectoral strategies

<b>Component:</b>	Component 1: Improve the capacities of justice institutions to deliver justice in a transparent and accountable manner
<b>Activity:</b>	Activity 1.5.2 Supporting the Council for Monitoring the Implementation of Judicial Reform in its monitoring task
<b>Place of work:</b>	Skopje, North Macedonia
<b>Contractor:</b>	Centre for International Legal Cooperation
<b>Working days:</b>	20 working days
<b>Expected start:</b>	March – June 2026

## BACKGROUND

The EU Support for Rule of Law project (the Project) is designed to support vital institutions operating in the fields of justice, law enforcement, anti-corruption efforts, and the promotion and protection of fundamental human rights. The Project is funded by the European Union and executed through collaborative efforts with four implementing partners (Ludwig Boltzmann Gesellschaft - Institute of Fundamental and Human Rights, Republic of Slovenia – Ministry of Interior, Republic of Croatia – Ministry of Justice, Public Administration and Digital Transformation, and the Centre for International Legal Cooperation).

The project is structured around four specific objectives, each implemented by one of the four project components. This assignment falls under the first project component, whose objective is to enhance the capacities of justice institutions for transparent and accountable delivery of justice. Primary goal of the Component is to empower justice institutions in the Republic of North Macedonia in enhancing their capacities to deliver justice efficiently, transparently, and accountably. The overarching aim is to cultivate trust and confidence among the population, establishing the justice system as a cornerstone of a fair and just society. This assignment falls under Component 1, Result 1.5 of the project, whose objective is to improve the capacities of the Ministry of Justice and Council for Monitoring the Implementation of Judicial Reform in the implementation and monitoring of the judicial reform process strengthened.

In December 2023, the Government of the Republic of North Macedonia adopted the Developmental Strategy for Judiciary 2024 – 2028 with an Action Plan (hereinafter referred to as the Strategy 2024 – 2028). The Judicial Strategy 2024 – 2028 is a strategic document that outlines the key reforms necessary to develop the justice sector further and to implement the European Commission's recommendations to strengthen the rule of law, the judicial system, basic values, and fundamental rights. It continues the reform process begun with the Justice Sector Reform Strategy 2017-2022, enabling a certain degree of approximation to European standards in the field of justice.

The vision of the Strategy 2024-2028 is an independent, accountable, transparent and accessible judiciary, resistant to internal and external influences, which protects human rights and efficiently ensures the rule of law. This Strategy identifies five specific priority areas: 1. Judiciary and public prosecution in line with EU standards, 2. Institutions of the justice system, 3. Independent professions and public services, 4. Reform of the Constitutional Court, 5. Reforms in Special Legal Areas (Criminal and Civil). Under each priority area, specific objectives are set, along with detailed measures and activities to be implemented to achieve the desired goals.

The institutional framework for implementing the Strategy 2024 – 2028 is built on a clear division of responsibilities among several bodies. While line institutions designated in the Action Plan are responsible for implementing specific measures and reporting to the Ministry of Justice, and the Ministry's competent department collects data and prepares regular reports, a central role in strategic oversight is entrusted to a Council for Monitoring of the Judicial Strategy 2024 – 2028. Within this framework, the Council is envisioned to play a key supervisory, evaluative, and corrective role in the implementation process. It may issue recommendations and propose measures to address bottlenecks in the implementation, thereby serving as the primary mechanism for independent oversight, accountability, and strategic guidance to ensure that the Strategy's implementation remains results-oriented, coordinated, and aligned with its objectives.

In March 2024, the Government established a Council for Monitoring the Implementation of the Justice Sector Development Strategy (2024 – 2028). However, aside from its constitutive session, held on the 23<sup>rd</sup> of May 2024, it has not convened again. Following over a year of inactivity, in June 2025, the Government adopted a new decision establishing a Council for Monitoring of Judicial Reforms.

The Council for Monitoring of Judicial Reforms (the Council) is an advisory and coordination body of the Government of the Republic of North Macedonia with a mandate to systematically monitor, assess, and evaluate the implementation of judicial reform policies. Its core functions include tracking the implementation, progress, timelines, priorities, and

results of measures arising from the Strategy 2024–2028, its Action Plan, and the Reform Agenda (2024–2027), particularly in the area of fundamental values and the rule of law.

The Council reviews reports from the Ministry of Justice, prepares quarterly and annual implementation reports for the Government, identifies delays and implementation challenges, proposes solutions, and ensures coherence between strategic reform instruments. It also monitors the participation of judicial stakeholders in EU reform and growth instruments, assesses budgetary and other financial resources allocated to reforms, and contributes to a coordinated, evidence-based approach to sustaining judicial reforms.

The Minister of Justice chairs the Council, which comprises a president and 21 members, including ex officio representatives of key executive and judicial institutions and appointed members from academia, the legal profession, and the civil society. The Council holds regular (at least quarterly) sessions, adopts its own rules of procedure, and may involve additional officials, experts, and civil society actors as needed. Its work is supported administratively and technically by the Ministry of Justice, which also provides a secretary responsible for data collection, reporting, and coordination, ensuring the operational continuity and institutional support necessary for the Council's effective functioning. Since its establishment, the Council has met quarterly as planned.

## **ROLES AND RESPONSIBILITIES**

The objective of the assignment is to provide technical assistance to the Council for Monitoring of Judicial Reforms in the area of developing methods and tools for monitoring and evaluation (M&E), and to strengthen the capacity of Council members for M&E. The purpose of the assignment is to ensure that the Council, including the Ministry of Justice, has the necessary knowledge and tools to regularly conduct result-based monitoring of the Strategy, assess its progress and impact, and provide advice to steer the reform process.

The assignment will be carried out with close cooperation and engagement with other experts engaged by the Project and with the Ministry of Justice, as the central body in charge of the implementation of the Strategy 2024 – 2028.

### **Specifically, the international expert will carry out the following tasks:**

- Review the Strategy 2024 – 2028, its Action Plan and the draft Methodology for monitoring and provide advice for the finalisation of the Methodology;
- Conduct meetings with representatives of the Ministry of Justice and the members of the Council;

- Prepare an agenda and materials for a two - day workshop for Council members. The purpose of this training is to acquaint the Council members about the process of M&E and to discuss and finetune the proposed M&E tools to their needs;
- Deliver the workshop;
- Prepare tools and guidelines for conducting monitoring and evaluation of the Strategy 2024 – 2028;
- Present the tools at the session of the Council;
- Prepare a mission report.

#### Planned results:

- Report with recommendations for improvement of the text of the Methodology for monitoring, the performance indicators, and the tools.
- Agenda & materials for two-day workshop for Council members.
- Delivered workshop for Council members.
- Report from the workshop.

#### GENERAL REQUIREMENTS

- A university degree in a relevant field such as Law, Public Administration, Political Science, or a related Social Science. A master's degree or professional training in Monitoring & Evaluation (e.g., results-based management) would be an asset.
- Excellent knowledge of both the Macedonian and English languages.
- Excellent analytical skills.
- Excellent interpersonal and communication skills.
- Good command of Microsoft Office™ tools.
- Good planning and work organisation skills.
- Good reporting skills.

#### SPECIFIC REQUIREMENTS

- At least 10 years of professional experience in fields related to public sector reform, justice sector development, or governance.
- Extensive general experience with monitoring and evaluation of programmes or strategies.
- Proven experience in judicial reform, rule of law, or justice sector projects.
- Specific experience in developing M&E methodologies and tools for government strategies or large-scale reform programs.
- Demonstrated experience in building the capacity of institutions or teams in monitoring and evaluation.

- Concrete experience in organising and conducting workshops for strategic oversight bodies or similar audiences.

## **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 [jovana.jovanovska@rolaw.mk](mailto:jovana.jovanovska@rolaw.mk), indicating “Local STE for capacity building of the Council for Monitoring of Judicial Reforms for conducting result-based monitoring and evaluation of sectoral strategies” in the subject line. References must be available on request.

### **Application submission deadline: 11<sup>th</sup> of March**

Applications received after the deadline or incomplete applications will not be taken into consideration. Only short-listed candidates will be invited for an interview. The interviews will be scheduled in the following week. The selected candidate will begin work in March.

## **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.