

VACANCY NOTICE**Local Long-Term Expert in the field of Courts**

Component:	Component 1: Improve the capacities of justice institutions to deliver justice in transparent and accountable manner
Activity:	1.1.1; 1.1.2; 1.1.3; 1.1.4; 1.1.5; 1.1.6
Place of work:	Skopje, North Macedonia
Contractor:	Center for International Legal Cooperation
Expected duration:	34 months (100%), with possible extension of 4 months
Expected start:	July 2023

BACKGROUND

The Local Long-Term Expert in the field of courts will work as part of the implementation team for the European Union grant-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 organised crime, 3. To improve the prevention and fight against corruption, and 4. To enhance the protection of fundamental rights.

The justice institutions will be supported to properly and efficiently fulfil their mandates in line with the European standards. As such the project functions as a resource and knowledge facility to guide the Macedonian justice institutions through the accession negotiation process.

This project is funded by the European Union



ROLES AND RESPONSIBILITIES

In the area of competence of the Judicial Council and courts the main challenges are human resource management (HRM) and more particularly the implementation of the new rules for the appointment, promotion and dismissal of judges, disciplinary proceedings as well as the transparency and accountability of the Judicial Council.

The expert will concentrate his/her activities on:

- Reviewing and supporting the improvement of the rules and practice of performance evaluation;
- Strengthening the Judicial Council's capacities with regard to the disciplinary proceedings;
- Strengthening the transparency and accountability of the Judicial Council;
- Improving the communication of the Judicial Council and courts with media;
- Reviewing and supporting the implementation of the Human Resource Strategy;
- Supporting the improvement of the efficient functioning of courts;
- Supporting the Judicial Council in fulfilling its statutory role in line with European standards.
- Organization of activities such as workshops, roundtables, trainings, study visits and awareness raising activities;
- Assistance with developing policy recommendations;
- Assistance with development and implementation of communication strategy;
- Advice and peer coaching where necessary;
- Review national laws and by-laws to be in line with the European standards;
- Advice on the implementation of the Human Resource Management (HRM) Strategy;
- Advice on the EU accession process and the judicial reform process;
- Work together with the Team Leader, Component Leader, international expert in the field of courts, project management team and other relevant parties.

Planned results:

- Rules and practice of performance evaluation reviewed and improved;
- The Judicial Council's capacities with regard to the disciplinary proceedings strengthened;
- The transparency and accountability of the Judicial Council strengthened;
- The communication of the Judicial Council and courts with media improved;
- The implementation of the Human Resource Strategy reviewed and improved;
- The courts' functioning improved;
- The Judicial Council supported in fulfilling its statutory role in line with European standards.

REQUIREMENTS

- Degree in law, political science or another relevant discipline;
- Have at least five years' experience in working within the judicial system or of the academic experience of dealing with the administration of justice;

This project is funded by the European Union



- (Very) good knowledge of the functioning of the judicial system, administration of justice, and administrative situation in North Macedonia and of EU institutions and policies;
- Professional oral and written fluency in English and Macedonian;
- Experience in working in a multi-cultural setting;
- Ability to communicate at a high-level both orally and in writing;
- Very good communication skills and networking abilities;
- Good reporting skills;
- Experience with advising and peer coaching would be an advantage.

CONTRACT AND REMUNERATION

The contract will cover services for 34 months of project implementation, with an initial contracting period of 6 months, automatically renewed and extended in case of good functioning.

The selected candidate will sign a service provider contract with the Center for International Legal Cooperation and must have a status of self-employed. It will be the candidate's sole responsibility to comply with all legal requirements for self-employment as well as to cover all related taxes and charges.

The remuneration payment will be done according to the grant contract.

SUBMISSION OF APPLICATIONS

Applications must be sent to Joëlle van 't Wout (vantwout@cilc.nl) by 07.07.2023, indicating "Local Long-Term Expert in the field of Courts" in the subject line and including a CV in Europass format and cover letter in English language. Applications sent after the deadline or incomplete applications will not be taken into consideration. Only short-listed candidates will be invited for a personal interview.

The expert shall not have been in any contractual relation with the public administration of the Republic of North Macedonia at least 6 months preceding their hiring.

