



Terms of Reference (TOR) for a Short term assignment

Technical assistance requested: Three (3) Senior Experts on Mentor System in Judicial Academy/School

The project

Title:	Support to Judicial Academy, Serbia
Ref:	EuropeAid/135635/IH/SER/RS
Main beneficiary:	Judicial Academy of the Republic of Serbia
Financing institution:	European Union
Budget Line / Expert Category:	Non Key Short-Term Senior Experts
Team Leader:	Juan Carlos Da Silva

Project background and description (scope of the work)

The Republic of Serbia was granted a candidate status for EU membership and the accession negotiation process officially commenced in June 2013. As part of the Serbian EU integration process, Serbia is faced with with a task to ensure full implementation of key reforms, with particular focus on judicial reforms and protection of fundamental rights and freedoms covered by the negotiating Chapter 23. Full compliance of national legislation with the EU acquis is essential for successful integration. In order to harmonize national legislation with the EU acquis, it is necessary to thoroughly perform comprehensive analysis of legislation compatibility, assessing levels of conformity and providing possible measures designed to overcome identified differences between the two legal systems. With an aim of achieving full and proper legislative harmonization with the EU acquis, national legislation alignment shall be approached in phases and in accordance with recommendations from the Screening Report on Ch. 23 and the priorities set forth by the NPAA 2014 -2018. The next phase of legislation alignment specifically targets protection of fundamental rights.

The project should achieve three results:

Result 1: Ensured easier access to the case law of the European Court for Human Rights for the relevant target groups, aimed at the improvement and unification of the case law among Serbian courts as well as its harmonisation with the EU standards.

Result 2: Educational activities of the JA enhanced in order to improve efficiency and effectiveness of trainings.

Result 3: Functioning of the new structures within new competences of the Judicial Academy (JA) improved.

The scope of this assignment is to assist the Project in its objective to enhance educational activities and functioning of new structures within new competences of the Judicial Academy and establishment of the consistent judicial system of the Republic of Serbia. Further improvement of the independence and efficiency of the judiciary through adequate measures regarding accountability, impartiality and competence of justice actors in order to achieve and strengthen the rule of law, legal certainty, better access to justice as well as improvement of the protection of human rights and protection of minority. The sustainability of results, including ensuring the necessary capacities for implementation and follow-up, will be specifically in focus.



Description of the assignment

Title: Three (3) Senior Experts on Mentor System in Judicial Academy/School

Brief description of the assignment:

In accordance with the project Inception Report, and Work plan – activity 3.3, the purpose of this activity is prepare a Manual for Judicial Academy, in order to improve their working methodology, especially with regard to transfer of knowledge and assessment of students, and support the Judicial Academy in organizing the promotion of the Manual through seminars and workshops.

For this purpose, in IR is planned as a task to develop and conduct training for mentors. This training which is generally called Training of Trainers Programme (ToT) and it is organized by most judicial training schools and institutions having responsibilities in this field. As overall objective, training of trainers is a process that facilitates the increase of the required number of qualified trainers.

Thus JAP would like to organize a seminar devoted to facilitate the creation of a common “consciousness” of the judicial training institution, specially for the serbian mentors, being fully involved in achieving its objectives. Summarizing this seminar is a good way to homogenize the role of mentor, a place to exchange experiences among mentors could be of high value for the Judicial Academy. For this reason would be interesting that the selected experts have a large experience as a judge and as prosecutor as well as a mentors in any EU countries to learn from their experiences and best practices.

These activities include in Activity 3.3 to be launched in January – June 2017

At present, there is no ongoing and/or planned assistance project in the area covered by this ToR.

Number of required experts:	Three (3) Non-Key Short Term Senior Experts
Duration of the assignment:	Up to a total of 12 working days (4 working days each)
Period of the assignment:	May - June 2017
Place of assignment:	Belgrade, Serbia
Working language:	English

Expert Activities:

- Develop training curriculum on methodology for tutors, mentors and trainers in practice
- Develop training materials on methodology for tutors, mentors and trainers in practice
- Design and deliver ToT on methodology to selected future mentors's trainers

Related outputs:

- Training curriculum on methodology for tutors, mentors and trainers in practice designed
- Training materials on training mentors developed



- ToT on methodology for tutors, mentors and trainers designed and delivered to future mentors's trainers

Expert Profile

Qualifications and skills

- University degree (where a university degree has been awarded on completion of three years study in a university or equivalent institution) in Law,
- Working knowledge of English language (min 3 on a scale of 1 to 5; where 1 - excellent and 5 - basic);
- Good command of Microsoft Office™ tools;
- Good communication and reporting skills;
- Fluency in Serbian will be an advantage.

General professional experience:

- Proven minimum **5 years, preferably 8 years**, of work experience as a Judge or Prosecutor
- Proven minimum, 5 years, preferably 8 years in Judicial Training

Specific professional experience:

- *Proven minimum 3 years of academic and/or professional experience in the field of Mentoring System;*
- *Proven consultancy experience in an EU member state*

Applications (EU format CV and application letter, both in English) need to be submitted by e-mail to info@jap.rs not later than 15:00 hrs, 5th of May, 2017, titled:

Application for the position:

Senior Experts on Mentor System in Judicial Academy/School

References must be available on request. Only candidates with a correct CV will receive a confirmation on receipt of their application. Only short-listed candidates will be contacted.

The Project is an equal opportunity employer that encourages applications from women and minorities.

All applications will be considered strictly confidential.

Advertised post is not available to civil servants or other officials of the public administration in the beneficiary country, Serbia.