



Terms of Reference (TOR) for a Short term assignment

Technical assistance requested: Senior Expert for Judicial Skills Training

The project

| | |
|---------------------------------------|--|
| Title: | Support to the 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 Expert |
| 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 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 harmonization 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: Senior Expert for Judicial Skills Training

Brief description of the assignment:

In accordance with the project 2nd Interim Report, and its Work plan – activity 2.5. (Deliver seminars and workshops both for the initial and continuous education, aimed at enhancing professional competencies of the relevant target groups (judges, prosecutors and the police), TNA assessment and discussions held with beneficiary, purpose of this activity is to develop training curriculum and materials and deliver training to judges on basic judicial skills (legal research, interpretation, reasoning, drafting; evidence assessment; personal management and communication abilities; professional ethics, etc.).

The following topics should be covered by specific training program having in mind that effective and efficient judiciary requires skilled judges that have integrity and impartiality and can communicate well with parties and be transparent in their work. So beside knowledge, important part of their attitude is also to be equipped with judicial skills. This course is also sustainable and important part of general continuous training that any Judicial Academy in Europe has in its program.

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

Number of required experts: Non-Key Short Term Senior Expert for Judicial Skills Training

Duration of the assignment: Up to a total of 10 working days

Period of the assignment: **May 2017 – October 2017**

Place of assignment: Belgrade, Serbia

Working language: Serbian, English

Expert Activities:

- Support development of training curriculum in Judicial Skills with specific emphasize on legal research, interpretation, reasoning, drafting; evidence assessment; personal management and communication abilities; professional ethics;
- Develop training materials on topics listed above;
- Held consultations with stakeholders and beneficiary while developing materials.

Related outputs:

- Training curriculum in Judicial Skills developed
- Training materials in Judicial Skills designed



• 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;
- Excellent knowledge of English language (min 2 on a scale of 1 to 5; where 1 - excellent and 5 - basic);
- Excellent networking and workgroup facilitation skills;
- Excellent analytical skills;
- Good command of Microsoft Office™ tools;
- Good planning and work organization skills
- Good communication and reporting skills;
- Fluent in Serbian.

General professional experience:

- Proven minimum **5 years, preferably 8** of work experience as judge or prosecutor

Specific professional experience:

- Proven minimum 5 years of specific experience in training of judges;
- Previous experience in judicial skills trainings or initiatives would be an asset;
- Previous experience with legal research, interpretation, reasoning, drafting; evidence assessment; personal management and communication abilities; professional ethics topics would be an asset.

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 Expert for Judicial Skills Training

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.