



Terms of Reference (TOR) for a Short term assignment

Technical assistance requested: Senior Expert for quality control and impact assessment

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 quality control and impact assessment



Brief description of the assignment:

In accordance with the project 2nd Interim Report, and its Work plan – 2.5. Deliver seminars and workshops both for the initial and continuous education and 2.6. Provide training of trainers (ToT) for the initial and continuous education, focused on all of the above mentioned legal areas, aimed at enhancing professional competencies of the relevant target groups (judges, prosecutors and the police) as regards the identified priority legal areas, **purpose of this activity is to assess quality assurance system for continuous training of the JA and upgrade it, as well as to propose methodology for ToT improvements for evaluation and quality assurance of trainers.**

In European Union common position for chapter 23, it is explicitly stated that “Serbia ensures that the Judicial Academy adopts a multi-annual work programme, covering human and financial resources and a further development of its training programme. Serbia also provides a sustainable and long term solution for financing the Judicial Academy, applies a quality control mechanism and regularly and effectively assesses the impact of the training. Serbia ensures that training needs are evaluated as part of the performance assessments of judges and prosecutors”.

In this relation it is expected that short term expert will support this goal by providing comprehensive assessment of existing mechanisms and provide Report with recommendations on possible improvements and methodology for upgrade of existing mechanisms.

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

Number of required experts:	Senior Expert for quality control and impact assessment
Duration of the assignment:	Up to a total of 15 working days
Period of the assignment:	May 2017 – September 2017
Place of assignment:	Belgrade, Serbia
Working language:	Serbian, English

Expert Activities:

- Assess quality assurance system for continuous training;
- Propose recommendations for upgrade it;
- Held discussions and consultations with the key judicial actors;
- Propose methodology for ToT improvements for evaluation and quality assurance of trainers.

Related outputs:

- Report on existing status of quality assurance mechanisms of continuous training with recommendations for improvements;
- Methodology for ToT improvements for evaluation and quality assurance of 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 Andragogy or other relevant social science;
- 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
- Fluency in Serbian.

General professional experience:

- Proven minimum 5 years, preferably 8 years in adult education

Specific professional experience:

- Proven minimum 5 years of specific experience with quality control mechanisms in adult education;
- Previous experiences with training of judges and methodology development would be an advantage;
- Previous experience with international project or programs would be an advantage;
- Previous experience in working with the Judicial Academy would be an advantage.

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 quality control and impact assessment**

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.