

POSITION 1: International Long - Term Expert (up to full-time position)
to work with Justice System Governance Institution

Application Process – see above and:

1. Deadline for applications: **19 January 2020/ midnight**
2. Reference of the e-mail should be: **International Long - Term Expert to work with Justice System Governance Institution**
3. Duration of engagement: **up to 6 months, maybe with possibility of extension.**

Tasks and Responsibilities

The experts will cover the support to the Ministry of Justice responsible in particular for a review of the operation, organisation, and capacity building of the Ministry, including but not restricted to, training and development of personnel at all hierarchical levels in the Ministry, review of the organisational structure, identification of capacity building possibilities of civil servants and adapting or preparing procedural manuals and guidelines. The expert will also support other justice governance institutions in regard to organisational and/or management development activities.

Required Profile

Specific Requirements

- At least 15 years of experience in organisational and/or management development.
- Experience in an EU funded project, preferably in the area of career development of civil servants.
- Knowledge of European standards regarding appointment, transfer, promotion, evaluation and discipline of civil servants as well as in the organisation of Public sector institutions.
- Experience in the Public Sector in the Balkans would be an advantage.
- Previous experience in the justice sector would be a distinct advantage.

General Requirements

- Ability to implement as well as communicate solutions to problems in different environments, and provide advice on day-to-day questions from the final beneficiaries.
- Very good command of written and spoken English and computer literate.
- Excellent interpersonal and communication skills, reporting and analytical capacity and drive for results.
- Experienced in working in a multidisciplinary team.
- Leadership skills to manage and motivate a team of specialists and to interact with project partners, the European Union Delegation, civil society and the donor community.
- Good inter-personal skills and ability to work in multi-cultural environments.

