

## VACANCY NOTICE

### International Short-Term Expert for the Human Resource Strategy Implementation

<b>Component:</b>	Component 1: Improve the capacities of justice institutions to deliver justice in transparent and accountable manner
<b>Activity:</b>	Activity 1.1.5 – Reviewing and supporting the implementation of the Human Resource Strategy
<b>Place of work:</b>	Skopje, North Macedonia and remote
<b>Contractor:</b>	Centre for International Legal Cooperation
<b>Working days:</b>	30 working days: <ul style="list-style-type: none"> <li>• 10 working days – field visit</li> <li>• 20 working days - remote</li> </ul>
<b>Expected start:</b>	March 2024

### BACKGROUND

The International Short-Term Expert will work as part of the implementation team for the European Union grant-funded project “EU Support for Rule of Law” in the Republic of North Macedonia.

The EU Support for Rule of Law project (the Project) is designed to support vital institutions operating in the fields of justice, law enforcement, anti-corruption efforts, and the promotion and protection of fundamental human rights. The Project is funded by the European Union and executed through collaborative efforts with four implementing partners (Ludwig Boltzmann Gesellschaft - Institute of Fundamental and Human Rights, Republic of Slovenia – Ministry of Interior, Republic of Croatia – Ministry of Justice, Public Administration and Digital Transformation, and the Centre for International Legal Cooperation).

The project is structured around four specific objectives, each implemented by one of the four project components. This assignment falls under Component 1 of the project, whose objective is to improve the capacities of justice institutions to deliver justice in transparent and accountable manner. Particular attention is being given to the functioning of the Judicial Council and the Council of Public Prosecutors as the managerial bodies; the Academy for Judges and Public Prosecutors as the sole point of entry into the professions; the Ministry of Justice regarding the implementation and monitoring of the Judicial Reform Strategy; the ICT Council for the Judiciary for support on the Information Communication Technology of Justice Sector Strategy and the Bar Association as branch organisation for lawyers.

These justice institutions will be supported to properly and efficiently fulfil their mandates in line with European standards, such as the recommendations of the Venice Commission, GRECO and Senior Experts' Group on systematic Rule of Law issues, and in line with Judicial Reform Strategy 2024-2028. Being aware of the dynamics of the accession negotiation process, the project functions as a resource and knowledge facility to help guide the Macedonian justice institutions through this process.

The Judicial Council of North Macedonia is the main body responsible for the Human Resource Management Strategy (HRM) within the judiciary. The current HRM Strategy, adopted by the Judicial Council in 2020, aims to address key challenges in the judiciary, including the reduced number of active judges and the need for improved HR practices. However, the implementation of the HRM Strategy has faced delays and challenges.

This mission falls under the scope of Result 1.1.5. The main objective of Result 1.1.5 is to step-up the efforts to implement the HRM Strategy. The current level of implementation will be analysed and recommendations for its effective implementation will be provided. The analysis will encompass international standards, statistical data and best European practices regarding human resource management in the judiciary. This includes, but is not limited to, analysing the judicial network, recruitment and selection processes, performance management systems, training and development programs, and employee engagement initiatives.

## **ROLES AND RESPONSIBILITIES**

The International Short-Term Expert will be tasked with reviewing the current implementation status of the HRM Strategy, identifying gaps and challenges, and providing recommendations for its effective implementation. The expert will also support the Judicial Council and courts in adopting best practices in human resource management, in line with European standards.

For this assignment, the project team will engage both a local and an international Short-Term Expert. Both experts will collaborate remotely and during the field visit to Skopje, with regular coordination meetings to ensure alignment and integration of local and international perspectives. Additionally, the assignment will be carried out in close collaboration with other experts from the Project.

### **Specifically, the international expert will carry out the following tasks:**

- Reviewing international standards and European best practices in human resource management within the judiciary;

- Developing recommendations for improving the implementation of the HRM Strategy, including measures to address the reduced number of active judges and other HR-related challenges;
- Draft a concept note on a new and optimized judicial network;
- Prepare a comprehensive report summarizing the findings, recommendations, proposed interventions for the Judicial Council; and
- Prepare a mission report.

#### **Planned results:**

- Assessment of international standards and European best practices;
- Preparation of a report, including a summary of the main findings, recommendations, and proposed interventions for the Judicial Council;
- Draft concept note;
- Mission report

#### **GENERAL REQUIREMENTS**

- University degree in Law, Human Resource Management, or a relevant field;
- Proven minimum 10 years of work experience within the judiciary or public administration;
- Strong knowledge and understanding of international standards and policies in the area of the judiciary;
- Excellent oral and written communication skills in both English;
- Excellent analytical and reporting skills;
- Flexibility, strong adaptation skills and capability of teamwork in a potentially stressful environment under tight deadlines;
- Good command of Microsoft Office™ tools;
- Good planning and work organisation skills;

#### **SPECIFIC REQUIREMENTS**

- Proven minimum 3 years of specific experience in human resource strategy development and implementation;
- Previous experience in legal research, reasoning, drafting, and evidence assessment would be an asset;
- Previous experience in similar projects and EU-funded projects would be an asset;

#### **CONTRACT AND REMUNERATION**

The remuneration will be done in accordance with the grant contract.

#### **SUBMISSION OF APPLICATIONS**

Applications must be sent in English (CV in Europass format and a motivation letter) via e-mail to [elena.brmbeska@rolaw.mk](mailto:elena.brmbeska@rolaw.mk) indicating “International STE for the HRM Strategy Implementation” in the subject line. References must be available on request.

**Application submission deadline: 15<sup>th</sup> February 2025**

Applications received after the deadline or incomplete applications will not be taken into consideration. Only short-listed candidates will be invited for an interview.

**IMPORTANT NOTICE**

The expert must not have had any contractual relationship with the public administration of the Republic of North Macedonia for at least 6 months prior to his/her hiring.