



TERMS OF REFERENCE

Call of Applications for the selection of 15 lawyers for the participation in a thematic training on policy development, monitoring, policy dialogue and advocacy of justice sector policies within the framework of the #Justice4Moldova project

1. Brief project description:

Institute for European Policies and Reforms (IPRE), as the lead partner, in consortium with the Institute for War and Peace Reporting (IWPR), implements the project “Securing integrity, efficiency and independence of the justice system in Moldova - #Justice4Moldova”, funded by the European Union and co-funded by the Soros Foundation Moldova.

Donor: European Commission and Soros Foundation Moldova

Implementation period: March 2023 – February 2026

The general objective of the project is to contribute to an increased role of civil society and media to support independence, integrity, efficiency, and accountability of the justice system in the Republic of Moldova.

Specific objectives:

- 1. Enhance the capacity of the civil society and policy experts to advance the implementation of justice sector policies** in a transparent and accountable manner in line with European rule of law and human rights standards and Association Agreement.
- 2. Increase the independence, integrity and efficiency of justice and anti-corruption actors through scrutiny and support** by civil society, policy and media organisations.

2. Scope of the call of applications:

The Institute for European Policies and Reforms in the framework of #Justice4Moldova project is announcing the call for applications for the selection of 15 lawyers working in civil society organisations, academia, public and research institutions, to take part in a training program focused on conducting policy and legal analysis, monitoring policies and strategies in the area of good governance, justice and rule of law.

After the successful completion of the training program, 3 participants will be selected as legal and policy experts to conduct activities within the Group of Justice Experts (GEJ).

3. Description of the capacity building training programme #Justice4Moldova:

The involvement of the civil society in the process of conceptualization and implementation of public policies is an essential precondition for ensuring transparency and inclusiveness of the reform process. In this context, IPRE aims to implement a capacity-building training program for civil society and policy experts, aimed at enhancing their capacity in conducting independent policy development, monitoring activities, policy dialogue and advocacy in the justice sector, thus contributing to the promotion of a transparent, systemic, and accountable process of justice sector reform in Moldova.

The capacity building training programme covering policy development, monitoring, policy dialogue and advocacy of justice sector policies will be organised in **September 2023** for 15 civil society and policy experts, selected as a result of the current public call for applications.

The training will be conducted by IPRE policy experts and will include **two modules** (1 day per module), focusing on the following topics:

	Description	Period
Module 1	Within this module participants will be introduced to the main concepts, tools, and instruments on conducting policy development and	September 2023

	monitoring with a particular focus on justice sector policies	
Module 2	During this module, participants will learn about tools and best practices in conducting policy advocacy, public communication, and effective interaction with national and international stakeholders	September 2023

4. Eligibility criteria of the applicants and conditions of the call:

The call is open to lawyers with working experience in civil society organisations, academia, public and research institutions interested in conducting policy and legal analysis, monitoring policies and strategies in the area of good governance, rule of law, justice and human rights.

Eligibility: criteria:

- Bachelor's or master's degree in law, public administration, good governance, human rights, or other relevant field.
- At least 3 years of experience of work in civil society organisations, bar associations, academia, public and research institutions;
- At least 1 year of proven experience in policy monitoring, policy development, writing position and research papers on public policies in the field of justice, anticorruption, good governance, human rights, or other relevant areas;
- Motivation to contribute to changes and evidence-based policy work;
- Leadership skills and ability to work under pressure and deadlines
- Excellent teamwork and communication skills including public communication skills;
- Fluency in Romanian and English (oral and written). Knowledge of Russian is an advantage.
- Availability for participation throughout the entire programme;
- Interest in becoming part of the Group of Justice Experts and conduct policy and legal analysis, monitoring policies and strategies in the area of good governance, rule of law, justice and human rights (December 2023 – February 2026).

Format: The training within the first phase will be organized with physical presence in Chisinau.

Participation costs: All participation costs (trainings, coffee breaks, lunches, training venue, training materials, etc) will be covered by the organizers.

5. Evaluation of the applications:

The evaluation and selection of participants in the training program will be carried out in following stages:

- Stage 1: Preselection of the applicants (August 2023)** based on the Application form and submitted supporting documents against the eligibility criteria according to the following grid:

Evaluation criteria	Points (max)
Bachelor's or master's degree in law, public administration, good governance, human rights, or other relevant field;	10
At least 3 years of experience of work in civil society organisations, bar associations, public, academic and research institutions;	25
At least 1 year of proven experience in policy monitoring, policy development, writing position and research papers on public policies in the field of justice, anticorruption, good governance, human rights, or other relevant areas;	25
Motivation to contribute to changes and evidence-based policy work;	10
Total	70 points

First 20 applicants that accumulated a **minimum of 50 points** will be invited to the next stage - the interview.

- b. **Stage 2: Interview in person or online (August-September 2023).** Only candidates shortlisted for interviews will be contacted. During the interview the following criteria will be evaluated according to the grid:

Evaluation criteria	Points (max)
Leadership skills and ability to work under pressure and deadlines	10
Excellent teamwork and communication skills including public communication skills;	10
Fluency in Romanian and English (oral and written). Knowledge of Russian is an advantage.	5
Availability for participation throughout the entire programme	5
Total	30 points

The **minimum qualification score** for the selection of the trainee as a result of the pre-selection and interview stages will be **60 points**.

6. Selection of the members in the Group of Justice Experts

Following the training programme, during the months of November-December 2023, 3 experts will be selected by IPRE as a result of a targeted call among the 15 trainees that successfully completed the training program after an assessment of their performance, motivation and interest to conduct policy monitoring, evaluation and advocacy on justice policies.

The selected experts will conduct activities as part of the Group of Justice Experts (GEJ) during **December 2023 – February 2026**:

- Continuous monitoring of national justice and anticorruption policies;
- Development of 10 position papers on justice and anticorruption policies;
- Organization and participation at 10 thematic policy dialogue events linked to the topics of the position papers delivered;
- Development of 2 Shadow Reports on the implementation of the Strategy on ensuring independency and integrity in the justice sector;
- Organization and participation at 2 high-level visibility and advocacy events to present and discuss the Shadow Reports delivered;
- Development of 5 op-eds/commentaries on outstanding justice and anticorruption issues/topics;
- Contributions to the visibility products (infographics, videos, etc) linked to the position papers, Shadow Reports, op-eds/commentaries developed.

Each of the three selected GEJ experts **will benefit from**:

- a part-time service contract for a period of 26 months for at least 65 working days with a remuneration of 200 EUR gross per working day;
- a mentorship programme for the development and promotion of public policy documents and peer-review support provided by IPRE experts;

The selection of the 3 policy experts will be conducted by IPRE after the completion of the training programme based on the post-training assessment within the targeted call of interests among the 15 trainees, will be done in accordance with the following criteria:

Evaluation criteria	Points (max)
Performance during the training programme (attendance at trainings, degree of involvement in the training, responsibility and compliance with the deadlines).	40

Quality of the legal opinion developed within the training program (practical tasks)	30
Motivation and interest in becoming part of the Group of Justice Experts and conduct policy and legal analysis, monitoring policies and strategies in the area of good governance, rule of law, justice and human rights (December 2023 – February 2026).	30
Total	100 points

The first 3 trainees that will accumulate the maximum score will be selected and contracted as policy experts to conduct activities as part of the Group of Justice Experts (GEJ).

7. Submission of applications

Interested candidates to participate in the #Justice4Moldova program and potentially become members of the Group of Justice Experts (GEJ) are invited to fill in the online [Application Form available here](#) by **25 July 2023, 23.00**. The application will include the following:

- **CV** in Romanian or English;
- **Signed letter of motivation** answering to the question why you should be selected to participate in the training program #Justice4Moldova and eventually be selected as policy expert of the Group of Justice Experts (300 words in Romanian language);
- **A copy of a recent publication, analysis or report** in area of good governance, justice and anticorruption policies authored or co-authored by the candidate (in Romanian or English).

Forms filled-in after the deadline will not be considered. Only candidates shortlisted for interviews will be contacted.

For any additional information or questions, please do not hesitate to contact Ecaterina Popșoi, Project manager at the following email address: ecaterina.popsoi@ipre.md or by phone: +373 22 788978