

Republic of Serbia
Ministry of Justice and Public Administration
Multi Donor Trust Fund for Justice Sector Support in Serbia

CONSULTANCY SERVICES
Grant No. TF 97118

The Republic of Serbia has received a Multi-Donor Trust Fund for Justice Sector Support (MDTF-JSS) from various donors, jointly executed by the World Bank and the Ministry of Justice and Public Administration (MOJPA) and intends to apply part of the proceeds of this grant funds to payments under the following contracts:

- Consultant for the Reform of Criminal Justice System, ref. no. SER-MDTFJSS-TF097118-IC-CS-13-26;
- Consultant for the Reform of Civil Law System, ref. no. SER-MDTFJSS-TF097118-IC-CS-13-27;
- Consultant for Access to Justice, ref. no. SER-MDTFJSS-TF097118-IC-CS-13-28;
- Consultant for the Reform of the Judicial Network, ref. no. SER-MDTFJSS-TF097118-IC-CS-13-29;
- Consultant for Judicial Academy Competency/Education, ref. no. SER-MDTFJSS-TF097118-IC-CS-13-30;
- Consultant for Constitutional Framework, ref. no. SER-MDTFJSS-TF097118-IC-CS-13-31;
- Consultant for Outreach and Communication, ref. no. SER-MDTFJSS-TF097118-IC-CS-13-32;
- Consultant for the Reform of Legal Professions, ref. no. SER-MDTFJSS-TF097118-IC-CS-13-33;
- Consultant for Human Rights, ref. no. SER-MDTFJSS-TF097118-IC-CS-13-34;
- Consultant for Anticorruption, ref. no. SER-MDTFJSS-TF097118-IC-CS-13-35;
- Consultant for Justice Sector Data Analysis/ Budgeting, ref. no. SER-MDTFJSS-TF097118-IC-CS-13-36;
- Consultant for Administrative Courts System, ref. no. SER-MDTFJSS-TF097118-IC-CS-13-37.

The services of Consultant for the Reform of Criminal Justice System include: supporting the State Prosecutorial Council (SPC) in coordination of donor-funded projects dealing with prosecution, and provide analytical and advisory services as well as supporting in designing, initiating and implementing capacity-building and knowledge sharing events for prosecutors; periodical updating of the assessment on the implementation status of the prosecution reform; supporting work on drafting a strategy note on how to strengthen the cooperation between law enforcement authorities, criminal intelligence authorities and prosecutors to facilitate joint, bilateral and/or multilateral criminal investigation processes; supporting assessment on the implementation status of the penal sanctions system reform based on strategic goals of the National Judicial Reform Strategy (NJRS) for the period 2013-2018; providing analytical and advisory services based on the best comparative practice in the process of developing a new system of collecting and publishing judicial decisions in the area of criminal law, etc. The key tasks comprise the following: capacity building of MOJPA staff engaged in the accession and reform implementation units, including daily twinning and on-the-job training of civil service staff; coordinate and develop periodical updates of the a comprehensive assessment on the implementation status of the prosecution reform related to implementation of the Criminal Procedure Code (CPC) 2011, NJRS and amendments of the Criminal Code, including assessing the efficiency of the existing mechanisms of implementation of prosecution reform activities; support to Public Prosecutor's Office in development and updating of action plan and recommendations for expediting and strengthening the process of prosecution reform; periodically update and improve assessment of the efficiency of the existing mechanisms of implementation of prosecution reform activities and provide recommendation for improvement, including a series of actions needed to be implemented to ensure nationwide dissemination of the major reform activities;

provide technical expertise and best practice for ways to increase accountability in prosecutorial structures; support the efforts of the MOJPA in strengthening national statistical system through the cooperation with Ministry-statistics department and Public Prosecutor's Office in establishing a new mechanism of collecting data with the aim of providing relevant, reliable and timely data on specific efficiency indicators; identify opportunities for synergies between the MDTF-JSS and ongoing and planned programs with regard to prosecution; in synergy with Public Prosecutor's Office, develop and update capacity-building plan for prosecutors to assist them in adapting to their new, expanded responsibilities; cooperation with Ministry and Public Prosecutor's Office in composing, improving and updating of strategy note on how to strengthen the cooperation between law enforcement authorities, criminal intelligence authorities and prosecutors to facilitate bilateral and/or multilateral criminal investigation processes; provide advice to the MOJPA and the SPC in respect to reform needs in the prosecution service, in accordance with EU standards and requirements; provide advice to the MOJPA and the SPC in relation to needs for international support; support assessment on the implementation status of the penal sanctions system reform based on strategic goals of the NJRS; provide analytical and advisory services based on the best comparative practice in the process of developing a new system of collecting and publishing judicial decisions in the area of criminal law; provide analytical and advisory services related to upgrading status of the SPC and normative regulation of its responsibilities in the scope of realization of NJRS priorities; provide analytical and advisory services related to changes of legal frame connected with trial within a reasonable time in criminal proceedings and criminal case backlog resolving as a priorities highlighted in NJRS. The Consultant for the Reform of Criminal Justice System shall be engaged on a contract basis, part-time, for a period until 31st of December 2014, with its possible extension until December 31, 2015 subject to the performance against the deliverables. Appointment to the position is expected to commence in March 2014. For Consultant for the Reform of Criminal Justice System following is required: advanced degree in law; at least 5 years of relevant professional experience; demonstrated understanding of EU standards in the justice field; relevant international education/training/working experience is desirable; demonstrated experience with the structure/functions/organization of the judiciary in Serbia and key justice sector reform issues in Serbia; demonstrated ability to deliver on-the-job training, including the transfer of knowledge and skills, in a respectful professional manner; ability to work under pressure, with tight deadlines, in a results-driven environment; and excellent written and oral communications skills in English and Serbian, with the ability to prepare notes and summaries at short notice.

The services of Consultant for the Reform of Civil Law System include: providing appropriate analytical and advisory services, and contributing to improvement of the efficiency of the civil law system; monitoring and reporting related to the implementation of the new NJRS and the Action Plan (AP) in specific strategic guidelines, measures and activities, etc. The key tasks comprise the following: capacity building of MOJPA staff engaged in the accession and reform implementation units, including daily twinning and on-the-job training of civil service staff; supporting the preparation of the policy documents and reports dealing with the continuation of judicial reform, particularly in the area of improvement of civil law legislation in accordance with the Acquis and best comparative law; research of the Acquis and comparative law in regard to the strategic guideline related to the uniformity of the national case law in civil matters; research of the Acquis and comparative law in relation to amendments of the normative framework aimed at contributing to shorter duration of court proceedings and increased efficiency; monitoring and supporting the implementation of the Law on Enforcement and Security and the CPC for the purpose of continuous harmonization of legislative framework with social development, the EU Acquis and other international standards. The Consultant for the Reform of Civil Law System shall be engaged on a contract basis, full-time, for a period until 31st of December 2014, with its possible extension until December 31, 2015 subject to the performance against the deliverables. Appointment to the position is expected to commence in February 2014. For Consultant for the Reform of Civil Law System following is required: advanced degree in law; at least 3 years of relevant professional experience; demonstrated understanding of EU standards in the justice field; relevant international education/training/working experience is desirable; demonstrated experience with the structure/functions/organization of the judiciary in Serbia and key justice sector reform issues in Serbia;

demonstrated ability to deliver on-the-job training, including the transfer of knowledge and skills, in a respectful professional manner; ability to work under pressure, with tight deadlines, in a results-driven environment; and excellent written and oral communications skills in English and Serbian, with the ability to prepare notes and summaries at short notice.

The services of Consultant for Access to Justice include: finalizing the strategy for free legal aid system reform in Serbia, including designing the necessary and adequate legal framework; supporting activities in the establishment of a framework to secure free legal access to justice for vulnerable and marginalized groups. The key tasks comprise the following: capacity building of MOJPA staff engaged in the accession and reform implementation units, including daily twinning and on-the-job training of civil service staff; analysis and needs assessment of current situation relating to Free Legal Aid (FLA) reform in Serbia; research activities relating to the drafting of the new Law and by-laws on FLA; advice and support in creation of legal framework for FLA system in Serbia; liaising with NGOs and other relevant groups dealing with access to justice issues in Serbia, coordinate joint activities and organize consultations and round-tables to obtain inputs and comments for the strategy and the legal framework; supporting in preparing the implementation arrangements for the legal framework upon its adoption; support in designing and implementing outreach and public awareness activities and campaigns pertaining to FLA system in Serbia; advisory services in drafting of a training plan for FLA providers relating to the start of implementation of the law; monitoring and supporting the implementation of the strategic guideline related to establishment of the standardized system of legal aid and establishment of institutional framework; support to MOJPA in active and substantial cooperation with international organizations and/or agencies in relation to improvement of the access to justice. The Consultant for Access to Justice shall be engaged on a contract basis, full-time, for a period until 31st of December 2014, with its possible extension until December 31, 2015 subject to the performance against the deliverables. Appointment to the position is expected to commence in February 2014. For Consultant for Access to Justice following is required: advanced degree in law; at least 3 years of relevant professional experience; demonstrated understanding of EU standards in the justice field; relevant international education/training/working experience is desirable; demonstrated familiarity with the structure/functions/organization of the justice sector in Serbia and key justice sector reform issues in Serbia; demonstrated ability to deliver on-the-job training, including the transfer of knowledge and skills, in a respectful professional manner; ability to work under pressure, with tight deadlines, in a results-driven environment; and excellent written and oral communications skills in English and Serbian, with the ability to prepare notes and summaries at short notice.

The services of Consultant for the Reform of the Judicial Network include: providing appropriate analytical and advisory services and contributing to development of different substantive outputs and deliverables; monitoring and reporting related to the implementation of the new NJRS and the AP in specific strategic guidelines, measures and activities, etc. The key tasks comprise the following: capacity building of MOJPA staff engaged in the accession and reform implementation units, including daily twinning and on-the-job training of civil service staff; monitoring and supporting the implementation of the strategic guideline and relevant measures and activities determined by the AP related to the establishment of an effective and efficient network of courts and prosecutors' offices; monitoring and supporting the implementation of specific measures and activities related to the establishment of an efficient system of allocation of judges; monitoring and supporting the implementation of specific measures and activities related to further enhancement of judicial administration through the implementation of the analysis and assessment of the roles of managers and secretaries of courts and public prosecutors' offices; monitoring and supporting the implementation of the strategic guidelines related to the judges' and prosecutors' assistants and trainees, their position, accountability and introduction of the overall access to training of judges' and prosecutors' assistants and trainees; supporting the process of collecting and compiling statistical data relevant to strategic decision making, and the process of developing a system of data collection, training members of independent judicial institutions in the field of analytics, statistics and strategic planning. The Consultant for the Reform of the Judicial Network shall be engaged on a contract basis, full-time, for a period until 31st of December 2014, with its possible extension until

December 31, 2015 subject to the performance against the deliverables. Appointment to the position is expected to commence in February 2014. For Consultant for the Reform of the Judicial Network following is required: advanced degree in law; at least 5 years of relevant professional experience; demonstrated understanding of EU standards in the justice field; relevant international education/training/working experience is desirable; demonstrated experience with the structure/functions/organization of the judiciary in Serbia and key justice sector reform issues in Serbia; experience in court administration would be desirable; demonstrated ability to deliver on-the-job training, including the transfer of knowledge and skills, in a respectful professional manner; ability to work under pressure, with tight deadlines, in a results-driven environment; and excellent written and oral communications skills in English and Serbian, with the ability to prepare notes and summaries at short notice.

The services of Consultant for Judicial Academy Competency/Education include: working on selected issues pertaining to Serbia's EU accession process; especially negotiation process related to Chapters 23 and 24 and further reform process in the justice sector in close cooperation with the senior management of the Ministry; supporting and monitoring implementation of different specific activities related to education and training of the judicial office holders, cooperation with the law faculties and case law of the Constitutional Court and European Court of Human Rights (ECHR) as it is determined by the new NJRS and the AP, etc. The key tasks comprise the following: capacity building of MOJPA staff engaged in the accession and reform implementation units, including daily twinning and on-the-job training of civil service staff; providing advisory services related to application of different International Conventions and the EU Acquis related to the Chapter 23; drafting reports on Serbia's reform progress to the EC and providing critical inputs to the process of harmonizing Serbia's legislation with the Acquis related to the Chapter 23; follows preparing implementation reports and update of the National Programme for the Adoption of the Acquis (NPAA); preparing and updating an electronic database including all relevant existing and planned portions of legislation related to the Chapter 23; facilitating coordination of work of sub-groups that are subordinate to the coordination body for integration of the RS into the EU, as stipulated in the NPI; monitoring and supporting the implementation of strategic guidelines and relevant measures and activities determined by the AP related to the education of judicial function holders toward improvement of their competences, improvement of initial and continuous training and improvement of cooperation with law schools toward involving an increased focus of the curriculum on the practical aspects of education; monitoring and supporting the implementation of strategic guidelines and relevant measures and activities determined by the AP related to the case law of the ECHR and other relevant international institutions and the Constitutional Court, which implies that the decisions are analyzed, organized and publicly available. The Consultant for Judicial Academy Competency/Education shall be engaged on a contract basis, full-time, for a period until 31st of December 2014, with its possible extension until December 31, 2015 subject to the performance against the deliverables. Appointment to the position is expected to commence in February 2014. For Consultant for Judicial Academy Competency/Education following is required: advanced degree in law; at least 3 years of relevant professional experience; demonstrated understanding of EU standards in the justice field; relevant international education/training/working experience is desirable; demonstrated familiarity with the structure/functions/organization of the justice sector in Serbia and key justice sector reform issues in Serbia; demonstrated ability to deliver on-the-job training, including the transfer of knowledge and skills, in a respectful professional manner; ability to work under pressure, with tight deadlines, in a results-driven environment; and excellent written and oral communications skills in English and Serbian, with the ability to prepare notes and summaries at short notice.

The services of Consultant for Constitutional Framework include: providing appropriate analytical and advisory services and contributing to development of different substantive outputs and deliverables; monitoring and reporting related to the implementation of the new NJRS and the AP in specific strategic guidelines, measures and activities, etc. The key tasks comprise the following: capacity building of MOJPA staff engaged in the accession and reform implementation units, including daily twinning and on-the-job training of civil service staff; monitoring and supporting the implementation of the strategic guideline and all relevant measures

and activities determined by the AP related to further strengthening of the independence, autonomy, competence and administrative capacity of the SPC and the HJC to achieve complete independence in accordance with European standards; monitoring and supporting the implementation of the strategic guideline related to normative regulation of strengthening of disciplinary responsibility of judges, public prosecutors and deputy public prosecutors; monitoring and supporting the implementation of the strategic guideline related to establishment of clear, objective and transparent criteria for performance appraisal and promotion of judges, presidents of courts, public prosecutors and deputy public prosecutors; supporting and drafting necessary analysis of the results of enforcement of "judicial legislation" – the Law on Judges and the Law on the Public Prosecutor's Office; monitoring and supporting the implementation of the strategic guideline related to the process of election and carrier of judicial office holders; supporting the process of preparation integrity plans related to the judiciary. The Consultant for Constitutional Framework shall be engaged on a contract basis, full-time, for a period until 31st of December 2014, with its possible extension until December 31, 2015 subject to the performance against the deliverables. Appointment to the position is expected to commence in February 2014. For Consultant for Constitutional Framework following is required: advanced degree in law; at least 3 years of relevant professional experience; demonstrated understanding of EU standards in the justice field; relevant international education/training/working experience is desirable; demonstrated familiarity with the structure/functions/organization of the justice sector in Serbia and key justice sector reform issues in Serbia; demonstrated ability to deliver on-the-job training, including the transfer of knowledge and skills, in a respectful professional manner; ability to work under pressure, with tight deadlines, in a results-driven environment; and excellent written and oral communications skills in English and Serbian, with the ability to prepare notes and summaries at short notice.

The services of Consultant for Outreach and Communication include: activities related to the media and public outreach; preparation of a communications strategy for Serbia's justice sector that aims to increase public awareness on the Judiciary and all aspects of the justice sector reform process and strengthen cooperation and collaboration with key national stakeholders, including the civil society, and supporting the implementation of the strategy; technical advisory services related communication issues; monitoring and supporting the implementation of strategic guidelines, relevant measures and activities determined by the AP and informing target groups about level of implementation of the NJRS accordingly. The key tasks comprise the following: capacity building of MOJPA staff engaged in the accession and reform implementation units, including daily twinning and on-the-job training of civil service staff; identify the main issues and perceptions about the justice sector and the delivery of justice sector services among users and stakeholders; prepare a communication strategy taking into consideration NJRS aimed to fix all perceptions identified; prepare an outreach strategy aimed to communicate to the stakeholders and users of the justice sector the MOJPA and government's program aimed to improve the justice sector and the delivery of its services; prepare a communication strategy aimed to improve users knowledge of rights and services related with justice sector and EU integration; provide technical advice and support to the MOJPA to address communication issues, to promote and popularize the new laws from the AP for implementation of the NJRS; prepare newsletters and web-based media contributions about current MOJPA activities related acceleration of Serbia's EU integration pertaining to the justice sector, justice sector reform, organized crime and anti-corruption, provide technical assistance with preparation of the public debates and trainings for media representatives aiming to increase public awareness about importance of implementation of strategic guidelines and relevant measures and activities determined in the AP. The Consultant for Outreach and Communication shall be engaged on a contract basis, full-time, for a period until 31st of December 2014, with its possible extension until December 31, 2015 subject to the performance against the deliverables. Appointment to the position is expected to commence in February 2014. For Consultant for Outreach and Communication following is required: advanced degree in law or communication or related discipline; at least 3 years of relevant professional experience; demonstrated understanding of EU standards in the justice field; relevant international education/training/working experience is desirable; demonstrated familiarity with the structure/functions/organization of the justice sector in Serbia and key justice sector reform issues in Serbia; demonstrated ability to deliver on-the-job training, including the transfer of knowledge and

skills, in a respectful professional manner; ability to work under pressure, with tight deadlines, in a multicultural environment; and excellent written and oral communications skills in English and Serbian, with the ability to prepare notes and summaries at short notice.

The services of Consultant for the Reform of Legal Professions include: providing appropriate analytical and advisory services, and contributing to improvement of the accountability system for judicial professions' representatives; monitoring and reporting related to the implementation of the new NJRS and the AP in specific strategic guidelines, measures and activities related to legal professions. The key tasks comprise the following: capacity building of MOJPA staff engaged in the accession and reform implementation units including daily twinning and on-the-job training of civil service staff; supporting the preparation of the policy documents and reports dealing with the continuation of judicial reform, particularly in the area of new legal professions (notaries and bailiffs) and monitoring of the implementation of the system of dispute resolution through mediation; monitoring and supporting the implementation of the strategic guideline related to establishment of an effective and sustainable public notary system; monitoring and supporting the implementation of the strategic guideline related to establishment of an effective and sustainable system for enforcement of court decisions; providing advice to the MOJPA in the process of establishment of the training system, in particular in development of curricula for training for mediators, bailiffs and public notaries; supporting the public campaign aimed at raising public awareness on alternative methods of dispute resolution; supporting public awareness raising on the role and the right to court interpreter and translator; providing advice to the MOJPA on strengthening transparent mechanisms of accountability of expert witnesses and enabling wide and simple access to contact information on non-judicial staff (e.g. experts, bailiffs, public notaries, etc) upon the establishment of the relevant registers. The Consultant for the Reform of Legal Professions shall be engaged on a contract basis, full-time, for a period until 31st of December 2014, with its possible extension until December 31, 2015 subject to the performance against the deliverables. Appointment to the position is expected to commence in February 2014. For Consultant for the Reform of Legal Professions following is required: advanced degree in law; at least 3years of relevant professional experience; demonstrated understanding of EU standards in the justice field; relevant international education/training/working experience is desirable; demonstrated experience with the structure/functions/organization of the judiciary in Serbia and key justice sector reform issues in Serbia; demonstrated ability to deliver on-the-job training, including the transfer of knowledge and skills, in a respectful professional manner; ability to work under pressure, with tight deadlines, in a results-driven environment; and excellent written and oral communications skills in English and Serbian, with the ability to prepare notes and summaries at short notice.

The services of Consultant for Human Rights include: supporting selected issues pertaining to justice sector reform and modernization process in Serbia by delivering recommendations and advisory services to the MOJPA. The Consultant will continue to play a key role in preparation, implementation and monitoring of ongoing activities related to improvement of Human Rights (Minorities, Gender, Family violence) and Rights of the Child from domain of the Ministry. The Consultant will support implementation of specific activities related to the human and minority rights as determined by the new NJRS and the AP. The key tasks comprise the following: capacity building of MOJPA staff engaged in the accession and reform implementation units, including daily twinning and on-the-job training of civil service staff; support MOJPA in subjects of Human Rights (Minorities, Gender, Family violence, people with disabilities and cases of torture) and Rights of the Child with special focus on juvenile justice; support MOJPA in active and substantial cooperation with various Government bodies and international organizations and or agencies; monitoring and supporting the implementation of the strategic guideline and all relevant measures and activities determined by the AP related to protection of human and minority rights, specifically in public awareness raising on the role and the right to a court interpreter and translator, in accordance with the right to a fair trial and improvement of the normative framework by incorporation of positions from the decisions of the Constitutional Court, national and international courts; monitoring and supporting the implementation of the strategic guideline and all relevant measures and activities determined by the AP related to the establishment of assistance and support services for

victims and witnesses. The Consultant for Human Rights shall be engaged on a contract basis, full-time, for a period until 31st of December 2014, with its possible extension until December 31, 2015 subject to the performance against the deliverables. Appointment to the position is expected to commence in February 2014. For Consultant for Human Rights following is required: advanced degree in law; at least 3 years of relevant professional experience; demonstrated understanding of EU standards, particularly EU human rights law standards; relevant international education/training/working experience is desirable; demonstrated familiarity with the structure/functions/organization of the justice sector in Serbia and key justice sector reform issues in Serbia; demonstrated ability to deliver on-the-job training, including the transfer of knowledge and skills, in a respectful professional manner; ability to work under pressure, with tight deadlines, in a results-driven environment; and excellent written and oral communications skills in English and Serbian, with the ability to prepare notes and summaries at short notice.

The services of Consultant for Anticorruption include: assistance in the development of institutional capacity within the MOJPA in the field of international co-operation, with a special focus on strengthening regional cooperation in the fields of mutual cooperation and assistance in matters related to organized crime and corruption. The Consultant will also continue to support the MOJPA with management of donor-funded projects related to the anti-corruption. The key tasks comprise the following: capacity building of MOJPA staff engaged in the accession and reform implementation units, including daily twinning and on-the-job training of civil service staff; strengthening regional cooperation in the fields of mutual legal cooperation and assistance in matters related to organized crime and anti-corruption; supporting and advising the relevant decision makers in monitoring and implementation of the work programs of bilateral and multilateral development partners, international organizations and other key institutions in the areas of competence of the MOJPA; supporting the implementation of OSCE and Council of Europe programs in Serbia; assisting the MOJPA in meeting its international obligations in within the sphere of international law; including preparation of reports in relation to relevant international instruments, and Serbia's future international obligations, and assisting the MOJPA in drafting of various technical and policy notes and papers as well as input to strategic planning; facilitating ongoing MOJPA efforts to combat corruption and, in accordance with the National Strategy for Combating Corruption and the Action Plan for its implementation, facilitating such efforts with the relevant ministries and state agencies competent for the fight against corruption; supporting Serbia's active and substantial participation in regional cooperation within the Western Balkans context pertaining to organized crime and anti-corruption. The Consultant for Anticorruption shall be engaged on a contract basis, full-time, for a period until 31st of December 2014, with its possible extension until December 31, 2015 subject to the performance against the deliverables. Appointment to the position is expected to commence in February 2014. For Consultant for Anticorruption following is required: advanced degree in law; at least 3 years of relevant professional experience; demonstrated understanding of EU standards in anti-corruption; relevant international education/training/working experience is desirable; demonstrated familiarity with the structure/functions/organization of the justice sector in Serbia and key justice sector reform issues in Serbia; demonstrated ability to deliver on-the-job training, including the transfer of knowledge and skills, in a respectful professional manner; ability to work under pressure, with tight deadlines, in a results-driven environment; and excellent written and oral communications skills in English and Serbian, with the ability to prepare notes and summaries at short notice.

The services of Consultant for Justice Sector Data Analysis/ Budgeting include: advisory services and direct support to the senior management of the MOJPA on issues related to strengthening resource mobilization and management in the justice sector; advisory services to senior management in the MOJPA on policies/actions to increase the effectiveness and resource utilization in the reform of justice sector; analyses of fiscal, caseload and HR data and advices on the basis of relevant strategic documents, reports/studies and surveys on issues related to the reform of justice sector. The key tasks comprise the following: support in review of the financial management and planning systems in the Serbian justice sector; analysis which will contribute to recommendations for sector improvements within the context of existing resources; review of procedural and

substantive relationship between the MOJPA, MOF, Treasury and the HJC in budgetary matters; draft institutional classification in the area of justice which is to assist the strategic planning of the judicial budget and provide an independent and substantial deployment of funding under the judicial budget, which should increase the efficiency in designing the network of judicial bodies and help the optimal allocation of human resources in the Serbian judiciary; capacity building of MOJPA staff engaged in the accession and reform implementation units, including daily twinning and on-the-job training of civil service staff; data collection (revenue, expenditures, fees, costs and performance), requiring direct interaction with officials of the MOJPA, Courts, Prosecutors, JA, HJC, SPC, Treasury and MOF; preliminary data analysis, presenting comparative tables and graphs; preliminary report drafting, interpreting and analyzing data compiled; cost estimate for each activity from the AP for implementation of the NJRS; qualitative analysis of the budgeting system related to judicial functions, with recommendations for the amendments and additions to the certain laws (the Law on Judges, the Law on State Prosecutors, the Budget System Law) in order to improve and provide a legal framework for the implementation of completely independent judicial budget and strategic planning of the judicial budget. The Consultant for Justice Sector Data Analysis/ Budgeting shall be engaged on a contract basis, full-time, for a period until 31st of December 2014, with its possible extension until December 31, 2015 subject to the performance against the deliverables. Appointment to the position is expected to commence in February 2014. For Consultant for Justice Sector Data Analysis/ Budgeting following is required: advanced degree in business, finance, management or law (MBA-equivalent); at least 5 years of relevant professional experience, preferably working on budgeting issues in the justice sector; relevant international education/training/working experience is desirable; demonstrated experience with the structure/functions/organization of the judiciary in Serbia and key justice sector reform issues in Serbia; demonstrated ability to deliver on-the-job training on finance and budgeting matters, including the transfer of knowledge and skills, in a respectful professional manner; ability to work under pressure, with tight deadlines, in a multicultural results-driven environment; and excellent written and oral communications skills in English and Serbian, with the ability to prepare notes and summaries at short notice.

The services of Consultant for Administrative Courts System include: supporting the MOJPA in the process of design and establishment of the two-tier administrative judiciary, as one of the aims of the NJRS. The assignment will consist in analytical and advisory services based on the best comparative practices with respect to the process of drafting of the normative framework for the introduction of the two-tier administrative judiciary. The pertinent normative framework shall encompass drafting of amendments for the Law on Organization of the Courts and drafting of a new Law on Administrative Disputes (Judicial Control of Administrative Acts). The Consultant will also provide necessary analyses and advice in regard to further normative and other measures that have to be undertaken in the process of creation of the two-tier administrative judiciary. This will include, but not be limited to, examination and advice relating to the number, position, status, recruitment and training of judges, associates, interns and other employees in the administrative courts, as well as analyses and advice concerning the relation between judicial control of administrative acts and the administrative proceeding, including suggestions as to amendments of the latter. The Consultant shall provide periodical reports and assessment of the implementation process of the introduction of the two-tier administrative judiciary. The key tasks comprise the following: capacity building of MOJPA staff engaged in the accession and reform implementation units, including daily twinning and on-the-job training of civil service staff; comparative analysis of chosen jurisdictions in Europe and the region with respect to the organization and functioning of the administrative judiciary; analysis of the EU and Council of Europe standards with respect to the judicial control of administrative acts; preparation of the document that will serve as a basis for the work of the group that will be charged with the task to produce the Draft Law on Amendments of the Law on Organization of the Courts; preparation of the document that will serve as a basis for the work of the group that will be charged with the task to produce a new Draft Law on Administrative Disputes; analysis of the additional normative and other measures that should be undertaken in the process of establishment of the two-tier administrative judiciary, concerning especially the number, position, status, recruitment and training of judges, associates, interns and other employees in the administrative courts (the Law on Judges) and the relation

between the judicial control of the administrative acts and the functioning of the administration (the Law on General Administrative Proceeding, laws regulating organization of the public administration and substantive laws regulating special administrative policy domains) and expected ratio between the overall number of administrative appeals and workload of the administrative courts; advisory services to the MOJPA with respect to the establishment of the two-tier administrative judiciary; periodical reports and assessment of the implementation process of the introduction of the two-tier administrative judiciary to the MOJPA. The Consultant for Administrative Courts System shall be engaged on a contract basis, part-time, for a period until 31st of December 2014, with its possible extension until December 31, 2015 subject to the performance against the deliverables. Appointment to the position is expected to commence in February 2014. For Consultant for Administrative Courts System following is required: advanced degree in law; at least 5 years of relevant professional experience; demonstrated understanding of EU standards in the justice field; relevant international education/training/working experience is desirable; demonstrated experience with the structure/functions/organization of the judiciary in Serbia and key justice sector reform issues in Serbia; demonstrated ability to deliver on-the-job training, including the transfer of knowledge and skills, in a respectful professional manner; ability to work under pressure, with tight deadlines, in a results-driven environment; and excellent written and oral communications skills in English and Serbian, with the ability to prepare notes and summaries at short notice.

The Project Implementation Unit (PIU) of the Ministry of Justice and Public Administration (MOJPA) now invites eligible individual consultants to indicate their interest in providing the services. Interested consultants must provide Cover Letter and CV representing description of similar assignments, experience in similar conditions and availability of appropriate skills.

A consultant will be selected in accordance with the IC procedure set out in the “*Guidelines: Selection and Employment of Consultants under IBRD Loans and IDA Credits & Grants by World Bank Borrowers*”, published by the World Bank in January 2011.

Interested consultants may obtain further information from the PIU of the MOJPA at the address below from 09:00 to 15:00 hours.

Expressions of interest in English language must be delivered to the e-mail address below by January 13, 2014, 12:00 Noon, local time.

When submitting Expressions of interest please indicate assignment and reference number for which you are applying.

Project Implementation Unit
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