

CALL FOR CVS FOR FRAMEWORK AGREEMENT International and National Experts Roster

Provision of Short to Medium Term Consultancy Services for the EU-funded Project *“Support to Justice Sector Reforms and Digitalization in Ukraine” (Pravo-Justice II)*

I. PROJECT

The **Support to Justice Sector Reforms and Digitalization in Ukraine (Pravo-Justice) project**, implemented by Expertise France (EF) with funding from the European Union, accompanies Ukrainian authorities in the process of comprehensive justice sector reform, in line with the EU-Ukraine Association Agreement, European standards and comparative best practices. Since 2017, the Project has supported an ambitious sectoral reform agenda, which includes justice sector policy development, steering and coordination (Component 1), judiciary reform (Component 2), property rights protection, private legal professions development and reform of penitentiary and probation systems (Component 3), and digitization and digitalization of justice-related business processes (Component 4).

In the context of the Project's extension (Phase II) through May 2023, Expertise France seeks international and national (Ukrainian) consultants with a particular expertise related to:

Component 2 – Judiciary Reform

II. CONTEXT

The Project seeks the services of eight (8) **international short to medium term experts (ISTEs) and thirteen (13) national short to medium term experts (NSTEs)** to support enhancement of independence, efficiency, quality, integrity and transparency of the judiciary, and access to a fair trial. The interventions of Component 2 (judiciary reform) will focus on developing and implementing policy advice for establishing proper judiciary performance management system, linking it to the evaluation of judges and staff, synergizing it with the budget and career decisions, and providing a real evidence basis for the optimization of the courts map. The Component will also direct its efforts towards building the accountability channels from the bottom-up perspective, continuing the work on the Model Courts Initiative (MCI), to bring the new ideas to courts of all instances about service, client orientation and better performance. Finally, the Project will continue supporting the Supreme Court in ensuring stability of the legal system through strengthening uniformity of practice and will continue cooperation with the National School of Judges on improving quality of initial and continuous trainings.

The overall objectives of the expertise missions will be to enhance independence, efficiency, quality, integrity and transparency of the judiciary, and access to a fair trial.

III. CONTRACTING MODALITY

Successful candidates will be engaged under framework contracts for the duration of the Project (July 2021 – June 2023), with a maximum contract value to be determined at the contracting stage following a determination of the candidate's expertise in relation to the project's needs and the

number of workplan activities he/she may be eligible to provide services under. The overall contract value is a ceiling, and as such payment of the full value of the contract is not binding. Expertise France retains the right not to request further expert assistance under the framework contract.

Services are engaged only under specific mission Task Orders, which are approved by Expertise France and countersigned by the Expert.

Payment for services is based upon one or more lump sum posts for specific deliverables, to be specified under mission Task Orders. All deliverables will be thoroughly reviewed by the Team Leader and Component Lead prior to submission to the Expertise France Project Manager for final approval and payment. Payment to the Expert is due only after final completion of the deliverable and full review and approval by Expertise France.

IV. APPLICATION INSTRUCTIONS & SELECTION PROCESS

Applications must be submitted via Expertise France's recruitment portal. Applications will not be accepted by any other means.

The application package must contain the following elements:

- I. Candidate Form for Individual Expertise duly completed and signed
 - a. List the areas of expertise and specific workstreams for which they would like to be considered.
 - b. Specifically address and respond to the minimum qualifications listed under each workstream.
 - c. Mention the approximate availability of the expert (measured in indicative number of working days available per month).
 - d. For international experts – indicate whether the expert is available for travel to Ukraine (mainly Kyiv).
- II. Declaration of Honor on Exclusion Criteria and Absence Of Conflict Of Interest (Individual Expertise) duly completed and signed
- III. CV according to attached template
- IV. Third Party Identification Form duly completed and signed
- V. All documents proving compliance with Expertise France's below-mentioned eligibility requirements

Eligibility requirements

Candidates shall:

- Be either a natural person, or a duly registered company under sole proprietorship of a natural person. If an applicant is a company, its staff/experts engaged for the purposes of the present call shall comply with the minimal qualification requirements.
- Be duly registered as a taxpayer in their country of residence and be responsible for their own taxes. For individual national experts, registration as a private entrepreneur or a self-employed person in Ukraine is required.

Candidate selection

Evaluation and selection of Experts is carried out in two stages:

Stage I: Minimum qualifications screening. Prior to detailed evaluation, all applications will be thoroughly screened against the below shortlisting criteria (minimum qualification requirements) to determine whether they are eligible for further evaluation. Due to the high volume of applications, meeting the minimum qualifications does not automatically mean advancement to Stage II.

Stage II: Evaluation of technical proposals. Short-listed candidates will then be invited to an interview or invited to submit a technical note based on the specific terms of reference for the workstream. Technical knowledge and skills will be evaluated on the basis of the interview or technical note submitted, in accordance with the scoring scheme under Knowledge and Skills.

The candidate achieving the highest cumulative score for the Technical Evaluation will be recommended by the Evaluation Committee for contracting. Other candidates who are highly qualified but not selected for contracting at this stage may be kept on a roster for specific assignments at a later date.

V. EXPERT VACANCIES

There are 21 roster positions foreseen under this framework call for CVs. More specific mission descriptions can be found in annex.

- 1) **WORKSTREAM # 1. (1 INTERNATIONAL EXPERT)**
IMPROVEMENT OF STATUS AND FUNCTIONS OF JUDICIARY GOVERNANCE BODIES
- 2) **WORKSTREAM # 2. (3 NATIONAL EXPERTS)**
SUPPORT TO THE RE-ESTABLISHMENT OF THE HIGH QUALIFICATION COMMISSION OF JUDGES AND TO THE REFORM OF THE HIGH COUNCIL OF JUSTICE
- 3) **WORKSTREAM # 3: (2 INTERNATIONAL EXPERTS)**
IMPROVEMENT OF JUDICIAL EDUCATION IN UKRAINE

WORKSTREAM # 3: (2 NATIONAL EXPERTS)
IMPROVEMENT OF JUDICIAL EDUCATION IN UKRAINE
- 4) **WORKSTREAM # 4: (1 NATIONAL EXPERT)**
CAPACITY BUILDING OF THE JUDICIARY IN UNDERSTANDING AND APPLICATION OF VARIOUS ASPECTS OF THE RULE OF LAW PRINCIPLE
- 5) **WORKSTREAM # 5: (1 NATIONAL EXPERT)**
ASSESSMENT OF DRAFT LEGISLATIVE PROPOSALS IN THE FIELD OF THE JUDICIARY GOVERNANCE AND REFORM
- 6) **WORKSTREAM # 6: (1 INTERNATIONAL EXPERT)**

ENSURING BETTER ACCESS TO JUSTICE FOR VULNERABLE GROUPS OF COURT USERS

WORKSTREAM # 6: (2 NATIONAL EXPERTS)

ENSURING BETTER ACCESS TO JUSTICE FOR VULNERABLE GROUPS OF COURT USERS

7) **WORKSTREAM # 7: (2 INTERNATIONAL EXPERTS)**

STRENGTHENING CAPACITY OF JUDICIAL BODIES IN ENSURING BETTER PERSONAL SECURITY OF JUDGES, COURT STAFF AND VISITORS

WORKSTREAM # 7: (1 NATIONAL EXPERT)

STRENGTHENING CAPACITY OF JUDICIAL BODIES IN ENSURING BETTER PERSONAL SECURITY OF JUDGES, COURT STAFF AND VISITORS

8) **WORKSTREAM # 8: (2 INTERNATIONAL EXPERTS)**

IMPROVING COURT MANAGEMENT IN UKRAINE

WORKSTREAM # 8: (1 NATIONAL EXPERT)

IMPROVING COURT MANAGEMENT IN UKRAINE

9) **WORKSTREAM # 9: (1 NATIONAL EXPERT)**

ENSURING COMMUNICATION AND VISIBILITY OF THE MODEL COURT INITIATIVE

10) **WORKSTREAM # 10: (1 NATIONAL EXPERT)**

STRENGTHENING CAPACITIES OF UKRAINIAN COURTS THROUGH IMPROVING HR PROCESSES AND ENHANCING GENDER MAINSTREAMING

WORKSTREAM # 1. (1 INTERNATIONAL EXPERT) IMPROVEMENT OF STATUS AND FUNCTIONS OF JUDICIARY GOVERNANCE BODIES

Indicative Services. The following indicative services are required from the Expert:

- Assess draft/legislation and subsidiary regulations on the status and functions of judiciary governance bodies, assist with fine-tuning and aligning functions of the High Council of Judges, High Qualification Commission of Judges, the State Judicial Administration and the Council of Judges in Ukraine;
- Prepare recommendations on improvement of specific areas falling under the mandate of judiciary governance bodies.

Mission format.

Primarily homebased. Occasional travel to Ukraine may be required (upon official request by Expertise France).

Required profile and selection criteria.

Shortlisting criteria

- I. Academic Degree: Master's degree in law
- II. Experience: At least 10 years of experience in the judiciary with a focus on court system optimisation, court management and administration, access to court, and other adjacent areas
- III. Language: Fluency in written and spoken English.

Technical Evaluation Criteria (Desk review and Interview based)

Education Master's degree in law (15 points) PhD or advanced degree in law (additional 5 points)	15 to 20 points
Experience At least 10 years of experience in the judiciary with a focus on court system optimisation, court management and administration, access to court, and/or other adjacent area (25 points) Experience in legislative drafting (additional 20 points) Additional points for each additional year of relevant experience up to 3 years (1 point for each additional year) Prior experience in working with international development organisations and/or EU-funded projects (2 points)	25 to 50 points

Technical Knowledge & Skills	
Understanding of the assignment with all specific components proposed within TOR having been identified and addressed (up to 27 points) <ul style="list-style-type: none">- Excellent - 100% of maximum allotted points (27 points)- Good - 90% of maximum allotted points (24 points)- Satisfactory - 70% of maximum allotted points (19 points)- Poor - 40% of maximum allotted points (11 points)- Very poor - 10% of maximum allotted points (3 points) Professional proficiency in Russian and/or Ukrainian language (3 points)	3 to 30 points
Maximum obtainable points	100 points

WORKSTREAM # 2. (3 NATIONAL EXPERTS) SUPPORT TO THE RE-ESTABLISHMENT OF THE HIGH QUALIFICATION COMMISSION OF JUDGES AND TO THE REFORM OF THE HIGH COUNCIL OF JUSTICE

Indicative Services. The following indicative services are required from the Expert:

- Support Ukrainian stakeholders and international short-term experts in the process of formation of the High Qualification Commission of Judges of Ukraine and reform of the High Council of Justice
- Provide advice and guidance to Ukrainian authorities on improving the processes of selection of judges and members of the judiciary governance bodies, strengthening integrity and accountability of the judiciary
- Consult the Project on the legislative requirements with regard to selection and dismissal of public officials and on possible court proceedings

Mission format.

Primarily homebased. Occasional travel within Ukraine may be required (upon official request by Expertise France).

Required profile and selection criteria. Candidate selection is carried out in two stages:

Shortlisting criteria

- I. Academic Degree: Master's degree in law
- II. Experience: At least 7 years of experience in the justice sector preferably with a focus on selection, career and dismissal of judges, or professional legal experience with a focus on the rule of law, anti-corruption, ethics and integrity of legal practitioners and other adjacent areas
- III. Language: Excellent Ukrainian and Russian, combined with at least limited working proficiency of English.

Technical Evaluation Criteria (Desk review and Interview based)

Education Master's degree in law (15 points) PhD or advanced degree in law (additional 5 points)	15 to 20 points
Experience At least 7 years of experience in the justice sector preferably with a focus on selection, career and dismissal of judges, or professional legal experience with a focus on the rule of law, anti-corruption, ethics and integrity of legal practitioners and/or other adjacent areas (25 points) Experience with the establishment of judiciary governance bodies, and/or providing capacity building and institutional support to them (15 additional points)	25 to 50 points

<p>Experience in European countries in developing and/or implementing standards and practices on judicial councils (5 additional points)</p> <p>Additional points for each additional year of relevant experience up to 3 years (1 point for each additional year)</p> <p>Prior experience in working with international development organisations and/or EU-funded projects (2 points)</p>	
<p>Technical Knowledge & Skills</p> <p>Understanding of the assignment with all specific components proposed within TOR having been identified and addressed (up to 27 points)</p> <ul style="list-style-type: none"> - Excellent - 100% of maximum allotted points (27 points) - Good - 90% of maximum allotted points (24 points) - Satisfactory - 70% of maximum allotted points (19 points) - Poor - 40% of maximum allotted points (11 points) - Very poor - 10% of maximum allotted points (3 points) <p>Full professional proficiency in written and spoken English (3 points)</p>	3 to 30 points
Maximum obtainable points	100 points

WORKSTREAM # 3: (2 INTERNATIONAL EXPERTS) IMPROVEMENT OF JUDICIAL EDUCATION IN UKRAINE

Indicative Services. The following indicative services are required from the Expert:

- Provide expert advice and guidance to the National School of Judges in developing efficient and modern system of judicial education;
- Support preparation of training curriculums and supporting materials for judicial trainings, ensure implementation of modern and inclusive methods and tools;
- Provide strategic advice on data collection for monitoring and evaluation of trainings efficiency.

Mission format.

Primarily homebased. Occasional travel to Kyiv may be required (upon official request by Expertise France).

Required profile and selection criteria. Candidate selection is carried out in two stages:

Shortlisting criteria

- Academic Degree: Minimum of a Master's degree in a relevant field
- Experience: Minimum of 7 years of experience in adults education, preferably with a focus on preparation and delivery of trainings for civil servants
- Language: Fluency in written and spoken English.

Technical Evaluation Criteria (Desk review and Interview based)

Education Master's degree in a relevant field (15 points) PhD or advanced degree in law (additional 5 points)	15 to 20 points
Experience At least 7 years of experience in adult education, preferably with a focus on preparation and delivery of trainings for civil servants (25 points) Experience in preparation and delivery of trainings for legal practitioners or building capacity of judicial schools in developing efficient and modern judicial trainings (additional 15 points) Experience in change management, addressing resistance to change in the course of trainings (additional 5 points) Additional points for each additional year of relevant experience up to 3 years (1 point for each additional year)	25 to 50 points

Prior experience in working with international development organisations and/or EU-funded projects (2 points)	
Technical Knowledge & Skills Understanding of the assignment with all specific components proposed within TOR having been identified and addressed (up to 27 points) <ul style="list-style-type: none"> - Excellent - 100% of maximum allotted points (27 points) - Good - 90% of maximum allotted points (24 points) - Satisfactory - 70% of maximum allotted points (19 points) - Poor - 40% of maximum allotted points (11 points) - Very poor - 10% of maximum allotted points (3 points) Proficiency in Ukrainian and/or Russian language (3 points)	3 to 30 points
Maximum obtainable points	100 points

WORKSTREAM # 3: (2 NATIONAL EXPERTS) IMPROVEMENT OF JUDICIAL EDUCATION IN UKRAINE

Indicative Services. The following indicative services are required from the Expert:

- Provide expert advice and guidance to the National School of Judges in developing efficient and modern system of judicial education
- Support preparation of training curriculums and supporting materials for judicial trainings, ensure implementation of modern and inclusive methods and tools
- Provide strategic advice on data collection for monitoring and evaluation of trainings efficiency

Mission format.

Primarily homebased. Occasional travel within Ukraine may be required (upon official request by Expertise France).

Required profile and selection criteria.

Shortlisting criteria

- Academic Degree: Minimum of a Master's degree in law or adult education.
- Experience: At least 7 years of experience in law or adult education with a focus on improving education or building capacity of judges, other legal practitioners
- Language: Fluency in written and spoken Ukrainian, at least limited working proficiency of English.

Technical Evaluation Criteria (Desk review and Interview based)

Education Master's degree in law or adult education (15 points) Additional complementary degree in law or adult education (additional 5 points)	15 to 20 points
Experience At least 7 years of experience in improving education or building capacity of judges, other legal practitioners (25 points) Experience in development of educational or training programmes for legal practitioners, delivery of trainings (10 points) Experience in change management, addressing resistance to change in the course of trainings (5 points) Experience of cooperation with the National School of Judges and/or Supreme Court (5 points)	25 to 50 points

Additional points for each additional year of relevant experience up to 3 years (1 point for each additional year)	
Prior experience in working with international development organisations and/or EU-funded projects (2 points)	
Technical Knowledge & Skills Understanding of the assignment with all specific components proposed within TOR having been identified and addressed (up to 27 points) <ul style="list-style-type: none"> - Excellent - 100% of maximum allotted points (27 points) - Good - 90% of maximum allotted points (24 points) - Satisfactory - 70% of maximum allotted points (19 points) - Poor - 40% of maximum allotted points (11 points) - Very poor - 10% of maximum allotted points (3 points) 	3 to 30 points
Full professional proficiency in written and spoken English (3 points)	
Maximum obtainable points	100 points

WORKSTREAM # 4: (1 NATIONAL EXPERT) TRAINING OF JUDICIARY ON UNDERSTANDING AND APPLYING THE PRINCIPLE OF RULE OF LAW

Indicative Services. The following indicative services are required from the Expert:

- In cooperation with short-term international experts, develop training curricula, guidelines and other supporting documents on various aspects of the rule of law principle
- Research national legislation or judicial practice, conduct comparative analysis or other assessments necessary for preparation of trainings and other education activities
- Support conduct of trainings.

Mission format.

Primarily homebased. Occasional travel within Ukraine may be required (upon official request by Expertise France).

Required profile and selection criteria. Candidate selection is carried out in two stages:

Shortlisting criteria

- Academic Degree: Minimum of a Master's degree in law;
- Experience: At least 7 years of professional legal experience with a focus on the rule of law, human rights, EU law, implementation of the EU-Ukraine Association Agreement or application of case-law of the European Court of Human Rights
- Language: Fluency in written and spoken Ukrainian, at least limited working proficiency of English.

Technical Evaluation Criteria (Desk review and Interview based)

Education Master's degree in law (15 points) PhD or advanced degree in law (additional 5 points)	15 to 20 points
Experience At least 7 years of professional legal experience with a focus on the rule of law, human rights, EU law, implementation of the EU-Ukraine Association Agreement or application of case-law of the European Court of Human Rights (25 points) Experience in development and delivery of educational and training programmes for legal practitioners (20 points) Additional points for each additional year of relevant experience up to 3 years (1 point for each additional year)	25 to 50 points

Prior experience in working with international development organisations and/or EU-funded projects (2 points)	
Technical Knowledge & Skills Understanding of the assignment with all specific components proposed within TOR having been identified and addressed (up to 27 points) <ul style="list-style-type: none"> - Excellent - 100% of maximum allotted points (27 points) - Good - 90% of maximum allotted points (24 points) - Satisfactory - 70% of maximum allotted points (19 points) - Poor - 40% of maximum allotted points (11 points) - Very poor - 10% of maximum allotted points (3 points) 	3 to 30 points
Full professional proficiency in written and spoken English (3 points)	
Maximum obtainable points	100 points

WORKSTREAM # 5: (1 NATIONAL EXPERT) ASSESSMENT OF DRAFT LEGISLATIVE PROPOSALS IN THE FIELD OF THE JUDICIARY GOVERNANCE AND REFORM

Indicative Services. The following indicative services are required from the Expert:

- Conduct initial assessment of the draft laws in the field of judiciary
- Follow the progress of the relevant legislative procedures, alert the Project in case of important developments
- Perform all the necessary tasks to support international short-term experts in the process of formation of the High Qualification Commission of Judges of Ukraine and reform of the High Council of Justice

Mission format.

Primarily homebased. Occasional travel within Ukraine may be required (upon official request by Expertise France).

Required profile and selection criteria. Candidate selection is carried out in two stages:

Shortlisting criteria

- Academic Degree: Minimum of Master's degree in law or public administration
- Experience: At least 7 years of experience in law with the focus on legislative process
- Language: Fluency in written and spoken Ukrainian, at least limited working proficiency of English.

Technical Evaluation Criteria (Desk review and Interview based)

Education Master's degree in law or public administration (15 points) PhD or advanced degree in law (additional 5 points)	15 to 20 points
Experience At least 7 years of experience in law with the focus on legislative process (25 points) Significant experience in working or cooperating with the Verkhovna Rada of Ukraine (20 additional points) Additional points for each additional year of relevant experience up to 3 years (1 point for each additional year) Prior experience in working with international development organisations and/or EU-funded projects (2 points)	25 to 50 points

<p>Technical Knowledge & Skills</p> <p>Understanding of the assignment with all specific components proposed within TOR having been identified and addressed (up to 27 points)</p> <ul style="list-style-type: none"> - Excellent - 100% of maximum allotted points (27 points) - Good - 90% of maximum allotted points (24 points) - Satisfactory - 70% of maximum allotted points (19 points) - Poor - 40% of maximum allotted points (11 points) - Very poor - 10% of maximum allotted points (3 points) <p>Full professional proficiency in written and spoken English (3 points)</p>	<p>3 to 30 points</p>
<p>Maximum obtainable points</p>	<p>100 points</p>

WORKSTREAM # 6: (1 INTERNATIONAL EXPERT) ENSURING BETTER ACCESS TO JUSTICE FOR VULNERABLE GROUPS OF COURT USERS

Indicative Services. The following indicative services are required from the Expert:

- Assess legislative proposals, SOPs, instructions, and other regulations, develop recommendations on establishing the system of support to various groups of vulnerable court users (victims of DV/VAW, victims of human trafficking, children, etc.)
- Support implementation of pilot projects on establishing services for vulnerable groups of court users, provide support and guidance to justice sector institutions (JSIs) and private legal professions
- Conduct training sessions on establishing the system of support to vulnerable groups of court users for JSIs, law enforcement authorities and legal aid representatives.

Mission format.

Primarily homebased. Occasional travel to Ukraine may be required (upon official request by Expertise France).

Required profile and selection criteria.

Shortlisting criteria

- Academic Degree: Minimum of a master's degree in law;
- Experience: At least 7 years of experience in the justice sector reform with a focus on juvenile justice and child protection;
- Language: Fluency in written and spoken English.

Technical Evaluation Criteria (Desk review and Interview based)

Education Master's degree in law (15 points) PhD or advanced degree in law (additional 5 points)	15 to 20 points
Experience At least 7 years of experience in justice sector reform with a focus on juvenile justice and child protection (25 points) Experience in development of educational programmes and training courses for judges and court staff (15 points) Experience developing and/or implementing best European practices and approaches to addressing the needs of vulnerable groups of court users (additional 5 points)	25 to 50 points

Additional points for each additional year of relevant experience up to 3 years (1 point for each additional year)	
Prior experience in working with international development organisations and/or EU-funded projects (2 points)	
Technical Knowledge & Skills Understanding of the assignment with all specific components proposed within TOR having been identified and addressed (up to 27 points) <ul style="list-style-type: none"> - Excellent - 100% of maximum allotted points (27 points) - Good - 90% of maximum allotted points (24 points) - Satisfactory - 70% of maximum allotted points (19 points) - Poor - 40% of maximum allotted points (11 points) - Very poor - 10% of maximum allotted points (3 points) 	3 to 30 points
Proficiency in Ukrainian and/or Russian language (3 points)	
Maximum obtainable points	100 points

WORKSTREAM # 6: (2 NATIONAL EXPERTS) ENSURING BETTER ACCESS TO JUSTICE FOR VULNERABLE GROUPS OF COURT USERS

Indicative Services. The following indicative services are required from the Expert:

- Support short-term international experts in assessment of legislative proposals, SOPs, instructions, and other regulations, development of recommendations on establishing the system of support to various groups of vulnerable court users (victims of DV/VAW, victims of human trafficking, children, etc.)
- Develop training curricula and materials for training sessions on establishing the system of support to vulnerable groups of court users (victims of DV/VAW, victims of human trafficking, etc.) for JSIs, law enforcement authorities and legal aid representatives, support conduct of the relevant trainings.

Mission format.

Primarily homebased. Occasional travel within Ukraine may be required (upon official request by Expertise France).

Required profile and selection criteria.

Shortlisting criteria

- Academic Degree: Minimum of a master's degree in law;
- Experience: Minimum of 7 years of experience in law or/and academia with the focus on legal education;
- Language: Fluency in written and spoken Ukrainian, at least limited working proficiency of English.

Technical Evaluation Criteria (Desk review and Interview based)

Education Master's degree in law (15 points) PhD or advanced degree in law (additional 5 points)	15 to 20 points
Experience At least 7 years of experience in law or/and academia with a focus on legal education (25 points) Experience in development of educational programmes and training courses for judges and court staff, holding trainings for the judiciary or other legal practitioners (10 points)	25 to 50 points

<p>Experience in the development of mechanisms and tools for establishing services for vulnerable groups of court users or for users of public services in general (10 points)</p> <p>Additional points for each additional year of relevant experience up to 3 years (1 point for each additional year)</p> <p>Prior experience in working with international development organisations and/or EU-funded projects (2 points)</p>	
<p>Technical Knowledge & Skills</p> <p>Understanding of the assignment with all specific components proposed within TOR having been identified and addressed (up to 27 points)</p> <ul style="list-style-type: none"> - Excellent - 100% of maximum allotted points (27 points) - Good - 90% of maximum allotted points (24 points) - Satisfactory - 70% of maximum allotted points (19 points) - Poor - 40% of maximum allotted points (11 points) - Very poor - 10% of maximum allotted points (3 points) <p>Full professional proficiency in written and spoken English (3 points)</p>	3 to 30 points
Maximum obtainable points	100 points

WORKSTREAM # 7: (2 INTERNATIONAL EXPERTS) STRENGTHENING CAPACITY OF JUDICIAL BODIES IN ENSURING BETTER PERSONAL SECURITY OF JUDGES, COURT STAFF AND VISITORS

Indicative Services. The following indicative services are required from the Expert:

- Assess the regulatory framework, develop recommendations on its improvement towards increasing personal security of judges and court staff and building capacity of the Court Security Service
- Develop training curriculums and conduct trainings on court security for judges, court staff and employees on the CSS
- Assist in the procurement and set up of security equipment in courts

Mission format.

Primarily homebased. Occasional travel to Ukraine may be required (upon official request by Expertise France).

Required profile and selection criteria. Candidate selection is carried out in two stages:

Shortlisting criteria

- Academic Degree: Master's degree in law, political science, security or military studies;
- Experience: At least 10 years of experience in judiciary or law-enforcement system with the focus on court security;
- Language: Fluency in written and spoken English.

Technical Evaluation Criteria (Desk review and Interview based)

Education Master's degree in law, political science, security or military studies (15 points) Other degrees or trainings related to court security (additional 5 points)	15 to 20 points
Experience At least 10 years of experience in judiciary or law-enforcement system with the focus on court security, development of policies and protocols for enhancing court security, experience in procurement and set up of security equipment (25 points) Experience in development and delivery of educational and training programmes for law-enforcement authorities, judges and court staff (20 points)	25 to 50 points

Additional points for each additional year of relevant experience up to 3 years (1 point for each additional year)	
Prior experience in working with international development organisations and/or EU-funded projects (2 points)	
Technical Knowledge & Skills Understanding of the assignment with all specific components proposed within TOR having been identified and addressed (up to 27 points) <ul style="list-style-type: none"> - Excellent - 100% of maximum allotted points (27 points) - Good - 90% of maximum allotted points (24 points) - Satisfactory - 70% of maximum allotted points (19 points) - Poor - 40% of maximum allotted points (11 points) - Very poor - 10% of maximum allotted points (3 points) 	3 to 30 points
Proficiency in Ukrainian and/or Russian language (3 points)	
Maximum obtainable points	100 points

WORKSTREAM # 7: (1 NATIONAL EXPERT) STRENGTHENING CAPACITY OF JUDICIAL BODIES TO ENSURE PERSONAL SECURITY OF JUDGES, COURT STAFF AND VISITORS

Indicative Services. The following indicative services are required from the Expert:

- Assess regulatory framework, develop recommendations on its improvement towards increasing personal security of judges and court staff, building capacity of the Court Security Service
- Develop training curriculums and conduct trainings on court security for judges, court staff and employees on the CSS
- Assist in the procurement and set up of security equipment in courts

Mission format.

Primarily homebased. Occasional travel within Ukraine may be required (upon official request by Expertise France).

Required profile and selection criteria. Candidate selection is carried out in two stages:

Shortlisting criteria

- Academic Degree: Minimum of a master's degree in law, security or military studies;
- Experience: At least 7 years of experience in law-enforcement, security management, development of court security standards and procedures;
- Language: Fluency in written and spoken Ukrainian, at least limited working proficiency of English.

Technical Evaluation Criteria (Desk review and Interview based)

Education Master's degree in law, security or military studies (15 points) PhD or advanced degree in one of the above fields (additional 5 points)	15 to 20 points
Experience At least 7 years of experience in law-enforcement, security management, development of court security standards and procedures (25 points) Experience in development of educational and security-related programmes, delivery of trainings (15 points) Experience in developing or implementing European standards and practices on court security (additional 5 points) Additional points for each additional year of relevant experience up to 3 years (1 point for each additional year)	25 to 50 points

Prior experience in working with international development organisations and/or EU-funded projects (2 points)	
Technical Knowledge & Skills Understanding of the assignment with all specific components proposed within TOR having been identified and addressed (up to 27 points) <ul style="list-style-type: none"> - Excellent - 100% of maximum allotted points (27 points) - Good - 90% of maximum allotted points (24 points) - Satisfactory - 70% of maximum allotted points (19 points) - Poor - 40% of maximum allotted points (11 points) - Very poor - 10% of maximum allotted points (3 points) Full professional proficiency in written and spoken English (3 points)	3 to 30 points
Maximum obtainable points	100 points

WORKSTREAM # 8: (2 INTERNATIONAL EXPERTS) IMPROVING COURT MANAGEMENT IN UKRAINE

Indicative Services. The following indicative services are required from the Expert:

- Assess regulatory framework, develop recommendations on its improvement towards more efficient management, increased client and service-orientation of courts
- Provide guidance to courts on improving court management and client-orientation
- Participate in trainings of judges and court staff

Mission format.

Primarily homebased. Occasional travel to Ukraine may be required (upon official request by Expertise France).

Required profile and selection criteria. Candidate selection is carried out in two stages:

Shortlisting criteria

- Academic Degree: Minimum of a master's degree in law, international law or European studies;
- Experience: At least 7 years of experience in judiciary with a focus on court management and administration, access to justice, communication in courts and other adjacent areas;
- Language: Fluency in written and spoken English.

Technical Evaluation Criteria (Desk review and Interview based)

Education Master's degree in law, international law or European studies (15 points) PhD or advanced degree in law or above related field (additional 5 points)	15 to 20 points
Experience At least 7 years of experience in judiciary with a focus on court management and administration, access to justice, communication in courts and other adjacent areas (25 points) Experience with legislative drafting or assessment (20 points) Additional points for each additional year of relevant experience up to 3 years (1 point for each additional year) Prior experience in working with international development organisations and/or EU-funded projects (2 points)	25 to 50 points

<p>Technical Knowledge & Skills</p> <p>Understanding of the assignment with all specific components proposed within TOR having been identified and addressed (up to 27 points)</p> <ul style="list-style-type: none"> - Excellent - 100% of maximum allotted points (27 points) - Good - 90% of maximum allotted points (24 points) - Satisfactory - 70% of maximum allotted points (19 points) - Poor - 40% of maximum allotted points (11 points) - Very poor - 10% of maximum allotted points (3 points) <p>Proficiency in Ukrainian and/or Russian language (3 points)</p>	<p>3 to 30 points</p>
<p>Maximum obtainable points</p>	<p>100 points</p>

WORKSTREAM # 8: (1 NATIONAL EXPERT) IMPROVING COURT MANAGEMENT IN UKRAINE

Indicative Services. The following indicative services are required from the Expert:

- Assess regulatory framework, develop recommendations on its improvement towards more efficient management, increased client and service-orientation of courts
- Provide guidance to courts on improving court management and client-orientation
- Participate in trainings of judges and court staff

Mission format.

Primarily homebased. Occasional travel within Ukraine may be required (upon official request by Expertise France).

Required profile and selection criteria. Candidate selection is carried out in two stages:

Shortlisting criteria

- Academic Degree: Minimum of a master's degree in law;
- Experience: At least 7 years of experience in judiciary with a focus on court management and administration, access to justice, and other adjacent areas;
- Language: Fluency in written and spoken Ukrainian, at least limited working proficiency of English.

Technical Evaluation Criteria (Desk review and Interview based)

Education Master's degree in law (15 points) PhD or advanced degree in law (additional 5 points)	15 to 20 points
Experience At least 7 years of experience in judiciary with a focus on court management and administration, access to justice, communication in courts and other adjacent areas (25 points) Experience with legislative drafting or assessment (15 points) Experience of cooperation with the SJA and its territorial divisions (5 points) Additional points for each additional year of relevant experience up to 3 years (1 point for each additional year) Prior experience in working with international development organisations and/or EU-funded projects (2 points)	25 to 50 points

<p>Technical Knowledge & Skills</p> <p>Understanding of the assignment with all specific components proposed within TOR having been identified and addressed (up to 27 points)</p> <ul style="list-style-type: none"> - Excellent - 100% of maximum allotted points (27 points) - Good - 90% of maximum allotted points (24 points) - Satisfactory - 70% of maximum allotted points (19 points) - Poor - 40% of maximum allotted points (11 points) - Very poor - 10% of maximum allotted points (3 points) <p>Full professional proficiency in written and spoken English (3 points)</p>	<p>3 to 30 points</p>
<p>Maximum obtainable points</p>	<p>100 points</p>

WORKSTREAM # 9: (1 NATIONAL EXPERT) ENSURING COMMUNICATION AND VISIBILITY OF THE MODEL COURT INITIATIVE

Indicative Services. The following indicative services are required from the Expert:

- Support development and implementation of communication strategy for increasing public outreach of the Model Courts Initiative
- Create communication content, including social media posts, newsletters, web content, creative briefs, data visualization etc. on the Model Courts Initiative advancement
- Assist in promotion and dissemination of the MCI outputs
- Conduct training sessions on communication for court staff.

Mission format.

Primarily homebased. Occasional travel within Ukraine may be required (upon official request by Expertise France).

Required profile and selection criteria. Candidate selection is carried out in two stages:

Shortlisting criteria

- Academic Degree: Minimum of a Bachelor's degree in law, political science, journalism, communications;
- Experience: At least 7 years of experience in public communications and awareness-raising, content development;
- Language: Fluency in written and spoken Ukrainian, at least limited working proficiency of English.

Technical Evaluation Criteria (Desk review and Interview based)

Education Bachelor's degree in law, political science, journalism, communications (15 points) Master's degree or PhD in one of the above fields (additional 5 points)	15 to 20 points
Experience At least 7 years of experience in public communications and awareness-raising, content development (25 points) Experience in justice sector communications (additional 15 points) Expedience in training state officials or legal practitioners on communication (additional 5 points) Additional points for each additional year of relevant experience up to 3 years (1 point for each additional year)	25 to 50 points

Prior experience in working with international development organisations and/or EU-funded projects (2 points)	
Technical Knowledge & Skills Understanding of the assignment with all specific components proposed within TOR having been identified and addressed (up to 27 points) <ul style="list-style-type: none"> - Excellent - 100% of maximum allotted points (27 points) - Good - 90% of maximum allotted points (24 points) - Satisfactory - 70% of maximum allotted points (19 points) - Poor - 40% of maximum allotted points (11 points) - Very poor - 10% of maximum allotted points (3 points) Full professional proficiency in written and spoken English (3 points)	3 to 30 points
Maximum obtainable points	100 points

WORKSTREAM # 10: (1 NATIONAL EXPERT) STRENGTHENING CAPACITIES OF UKRAINIAN COURTS THROUGH IMPROVING HR PROCESSES AND ENHANCING GENDER MAINSTREAMING

Indicative Services. The following indicative services are required from the Expert:

- Assess policy and regulatory frameworks, develop recommendations on its improvement towards HR processes and enhancing gender mainstreaming in the judiciary
- Conduct trainings for judges, court staff and other legal practitioners on various HR aspects and gender mainstreaming

Mission format.

Primarily homebased. Occasional travel within Ukraine may be required (upon official request by Expertise France).

Required profile and selection criteria. Candidate selection is carried out in two stages:

Shortlisting criteria

- Academic Degree: Minimum of a master's degree in HR, administration, law, international law, international relations or gender studies;
- Experience: At least 7 years of experience in HR;
- Language: Fluency in written and spoken Ukrainian, at least limited working proficiency of English.

Technical Evaluation Criteria (Desk review and Interview based)

Education Minimum of a master's degree in HR, administration, law, international law, international relations or gender studies (15 points) PhD in one of the above fields (additional 5 points)	15 to 20 points
Experience At least 7 years of experience in HR management (25 points) Experience in implementation of public administration reform in Ukraine (15 additional points) Experience in development of training programs and capacity building assessments, improving HR policies in governmental bodies (5 additional points) Additional points for each additional year of relevant experience up to 3 years (1 point for each additional year)	25 to 50 points

Prior experience in working with international development organisations and/or EU-funded projects (2 points)	
Technical Knowledge & Skills Understanding of the assignment with all specific components proposed within TOR having been identified and addressed (up to 27 points) <ul style="list-style-type: none"> - Excellent - 100% of maximum allotted points (27 points) - Good - 90% of maximum allotted points (24 points) - Satisfactory - 70% of maximum allotted points (19 points) - Poor - 40% of maximum allotted points (11 points) - Very poor - 10% of maximum allotted points (3 points) Full professional proficiency in written and spoken English (3 points)	3 to 30 points
Maximum obtainable points	100 points