



International Development Law Organization
Organisation Internationale de Droit du Développement

Criminal Justice Advisor Yemen

IDLO seeks to strengthen the rule of law and good governance in developing countries and countries in transition to provide security for the individual, to reduce poverty by protecting individual rights and economic activity, and by strengthening judicial and local institutions to promote a viable legal framework for commerce, trade, and investment.

International Development Law Organization
Viale Vaticano, 106
00165 Rome, Italy
39 06 40403200
www.idlo.int

About IDLO

The International Development Law Organization (IDLO) is an intergovernmental organization dedicated to promoting the rule of law and good governance in developing countries, transition economies, and nations emerging from conflict. IDLO's objective is to help these countries establish legal frameworks needed to achieve sustainable, equitable development. It is the only intergovernmental organization with a mandate to work solely at the nexus of law and development.

In line with the Paris Declaration on Aid Effectiveness and Accra Agenda for Action, IDLO seeks to enable its partners to take charge of their own development agendas. IDLO counts among its stakeholders individual lawyers, policy-makers, regulators, and judiciaries as well as representatives of civil society organizations, private firms, and governments. To catalyze change, IDLO empowers these diverse stakeholders to identify economic, social, and institutional developmental needs and undertake needed reforms.

In 2008, IDLO fully adopted and implemented a Results-Based Management (RBM) system. RBM sets realistic goals, benchmarks and monitors progress, evaluates performance, and integrates lessons-learned into decision making. IDLO's Assembly of Parties recently approved a [Strategic Plan for 2009-2012](#) that will guide IDLO's programming and management objectives, and set a performance reporting framework. This development will result in systematic evaluation of activities and identification of lessons for future programming, monitoring, and evaluation systems. Additionally, IDLO's strategic objectives for 2009-2012 reflect the interdependence between rule of law and human, economic, and social development.

IDLO has its headquarters in Rome, Italy and Regional Centers in Cairo, Egypt (covering Arabic-speaking countries) and Sydney, Australia (covering the Asia Pacific region). IDLO currently operates project offices in Afghanistan, Indonesia, Kyrgyzstan, and South Sudan.

For more information, please visit IDLO's website at www.idlo.int.

The Program

The Yemen Justice and Policing Program requires an experienced Criminal Justice Advisor (CJA) for a five-year, UK Department for International Development ("DFID") - funded assistance program which is aimed at mitigating and managing conflict by developing more effective, accessible and fairer justice and policing services for all Yemenis. The Criminal Justice Advisor will work within the Government of Yemen (GoY) and provide advice and guidance on policy direction, legal frameworks, management systems and procedures relating to improving criminal justice in Yemen.

The Position

IDLO seeks a Criminal Justice Advisor for the DFID-funded YJPP program with the Government of Yemen, in Yemen. The consultant will provide 216 days work per year for one year, renewable for up to four years.

Duties and Responsibilities

The Criminal Justice Adviser will be responsible for:

- designing and implementing accountability and transparency mechanisms, performance standards and codes of ethics, monitoring-and-evaluation systems (data gap analysis, baseline assessment and appropriate timings);
- conducting training needs assessments of judicial personnel and designing and implementing education and/or training programs including developing legal curricula, and building capacity through sustainable training;
- providing court administration technical assistance, in such areas as court automation, case-flow management, delay reduction, case-processing and records management, facility management, court financing and budgeting, public outreach, human-resources management, better local level coordination of GoY agencies, development of statistical reporting systems, and IT system management;
- continually reviewing the learning and development plan, and leading and conducting activities to respond to changing requirements;
- managing and coordinating the short-term consultants and employees providing training modules;
- chairing the Justice Sector Group in its initial phase, and providing support to Justice sector Group Secretariat; and
- ensuring coordination of government-led donor and justice-sector initiatives, including through the development of cross-sectoral and awareness raising activities.

Ideal Candidate Profile

IDLO seeks a Criminal Justice Adviser for a long term assignment in Yemen. Strong consideration will be given to candidates with backgrounds in court and legal procedures.

The ideal candidate will have the ability to guide participatory reform and transition processes in highly politically sensitive environments, particularly, design and implement with public-sector institutions. He/She will be proficient in conducting training needs assessments, design and implement monitoring and evaluation systems as well as and manage consultants. Candidates must also bring excellent communication skills, particularly in translating or discussing complex information. The selected candidate will be a strong listener and skilled communicator, particularly when it comes to presenting information to a variety of audiences.

We seek candidates who have a demonstrated history of working as self-starters with a proven ability to produce results and bring value-added solutions to challenging issues. The selected candidate will bring a high level of motivation, a responsible attitude, and good organizational skills to this role, along with the ability to work as a member of a team and participate in a wide variety of tasks.

Ideal Candidate Profile cont'd

Creating an environment of teamwork and cooperation is essential to the success of this position. The ideal candidate will have the knowledge and interpersonal skills to interact effectively with colleagues and foster relationships based on mutual respect and trust .

Financial Support

Salary commensurate with experience and salary history. Compensation is denominated in British pounds sterling. Benefits include housing allowance, generous leave provisions, mobilization costs including shipping allowance, medical and travel insurance.

Minimum Qualifications

Minimum of ten years technical experience in legal aid or judicial reform, strengthening criminal justice policies, court and legal procedures, and management systems including significant experience in the Arab Middle East and North Africa

Minimum of five years of professional experience in project management, project administration and project development.

Knowledge of DFID's environmental guidelines to ensure improved environmental conditions in Yemen.

Arabic fluency is a requirement for daily interaction with the Ministry of Justice.

How to Apply

IDLO is an Equal Opportunity Employer and values diversity in all areas of its operations. We welcome and encourage diverse applications. To apply, please visit IDLO's employment website at www.idlo.int/jobs.

