



International Development Law Organization
Organisation Internationale de Droit du Développement

Governance & Strategic Planning Specialist

Legal Training Institute of Southern Sudan

Competitive Salary & Benefits Package

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.

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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.

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 program offices in Afghanistan, Indonesia, Kyrgyzstan, and South Sudan. For more information, please visit IDLO's website at www.idlo.int.

The Legal Training Institute of Southern Sudan

IDLO has been working in southern Sudan in various capacities since 2006. IDLO's current program involves working with the Ministry of Legal Affairs and Constitutional Development (MOLACD) to establish a Legal Training Institute (LTI) for southern Sudan. The LTI will be a public institution established by law, with a governance board that oversees the management of the institute. The LTI will provide in-service training for government lawyers, prosecutors, and other legal professionals in southern Sudan. By providing a critically needed sustainable source for legal training, it is anticipated that the soon-to-be-established LTI will instill in the southern Sudan legal community a common understanding of newly adopted laws, the legal system and its institutions.

The United Nations Development Program (UNDP) provided bridge funding to IDLO to prepare for the launch of the LTI through the development of a governance structure, the development and implementation of an institutional strategic work plan, and skills enhancement of the management team of the LTI.

The MOLACD has established a Working Group - constituted by MOLACD, IDLO, and UNDP - to guide the development of the LTI. IDLO now wishes to engage the services of a consultant to work with MOLACD and other partners to develop the governance structure of the LTI, including establishing a functioning governance board with detailed *Terms of Reference* and governance charter and regulations to operate the LTI. The consultant will also work with the Working Group to assist in developing a long-term strategic plan for the LTI.

The Position

IDLO is seeking a short-term consultant for its "Supporting the Development of the Legal Training Institute of Southern Sudan" program, a three-year initiative which aims to assist the Government of Southern Sudan (GOSS) in establishing and operationalizing a fully functioning Legal Training Institute in southern Sudan as well as strengthen the law and justice sector more generally.

Reporting to the Field Program Manager of IDLO in southern Sudan, the consulting assignment is expected to last two months with an anticipated start date in September 2009.

The Position (cont'd)

Specific duties include the following:

- ◆ In consultation with the LTI Working Group, develop the governance structure of the LTI, including the governing board and the executive staff of the LTI with detailed terms of reference;
- ◆ Synthesize all existing documents, reports, and draft policies with the purpose of developing an appropriate management structure for the LTI;
- ◆ In consultation with the LTI Working Group, develop the governance charter and regulations for the LTI in line with the LTI establishing law; and
- ◆ In consultation with the LTI Working Group, develop a strategic plan for the establishment and long term functioning of the LTI.

Before arriving in country (two weeks), the consultant shall review existing documentation including policies, meeting reports and minutes, the draft LTI bill, and all other relevant documents, then discuss with IDLO southern Sudan staff the positions agreed upon by MOLACD regarding the establishment of the LTI. (Approximately two weeks.)

Working in-country (four weeks), the consultant will, with the facilitation of IDLO staff, engage the LTI Working Group to develop a governance charter and regulations for the LTI and *Terms of Reference* for the governance board. The consultant will also develop with the LTI Working Group a long-term strategic plan for the LTI. (Approximately three to four weeks.)

The consultant shall draft a final report for IDLO summarizing the progress of work and containing the agreed upon governance charter and regulations, *Terms of Reference* for the governance board and executive staff, and strategic plan for the LTI.

Ideally, the consultant will be available (remotely) for possibly up to ten days in the eventuality that the LTI Working Group: (a) requests changes or has comments/suggestions on the consultant's final report; or (b) would like to further discuss/clarify any issue or section of the report.

Expected Deliverables and Timelines

The consultant will be expected to produce the following deliverables. A total of :

- ◆ One week prior to departure for southern Sudan, an outline detailing the key tenets of the LTI governance structure with discussion of outstanding issues to be resolved by the Working Group;
- ◆ After in-country work with the LTI Working Group is complete, a final draft of the governance charter and regulations, draft *Terms of Reference* for the governance board and executive staff, and a draft strategic plan for the LTI for approval by the LTI Working Group;
- ◆ An assignment exit report describing the process undertaken to develop the LTI governance charter and regulations, TORs, and strategic plan, including progress and outstanding issues to be addressed by the LTI Working Group, and providing recommendations for future processes (due 15 days after return from southern Sudan); and
- ◆ Possibly up to 10 days availability (remotely) after delivering the exit report in the eventuality that further work needs to be done with the LTI Working Group.

Ideal Candidate Profile

IDLO seeks a Governance & Strategic Planning Specialist with a genuine interest and passion for the organization's mission and program in southern Sudan. Strong consideration will be given to candidates who bring past experience in post-conflict development programs, judicial/legal reform, or establishing legal training institutes/centers in developing countries.

Creating an environment of teamwork and cooperation with program stakeholders is essential to the success of this assignment. The selected candidate will bring a high level of motivation, excellent judgment, a responsible attitude, and strong organizational skills to the work. The ideal candidate will have the knowledge, cultural sensitivity, and interpersonal skills to interact effectively with colleagues and project stakeholders, and foster relationships based on mutual respect and trust.

Candidates must bring excellent oral and written communication skills. Group facilitation and highly developed negotiation skills when working with government departments, ministries, and other high-level officials is required. Experience working in southern Sudan is a plus.

Minimum Qualifications

The selected consultant have an advanced degree in Law, Public Management, or other relevant discipline as well as demonstrated experience in:

- ◆ *Rule of Law* and capacity building in post conflict environments or countries in transition;
- ◆ Engaging policy-level decision makers while balancing multiple stakeholder interests;
- ◆ Designing governance structures for legal institutions, NGOs, or other independent bodies;
- ◆ Facilitation of strategic planning sessions with multiple stakeholders;
- ◆ Developing practical recommendations for improvement of legal training/capacity building programs in developing countries.

Fluency in English, both written and spoken, is required. Knowledge of Arabic would be an asset.

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/jobsPC.

