VACANCY NOTICE

International Short-Term Expert for the Human Resource Management (HRM) Strategy

Component:	Component 1: Improve the capacities of justice institutions to deliver justice in transparent and accountable manner
Activity:	Activity 1.2.5 – Supporting the Public Prosecution Office and the Council of Public Prosecutors in adjusting the activities to the European standards
Place of work:	Skopje, North Macedonia and remote
Contractor:	Centre for International Legal Cooperation
Working days:	20 working days: • 10 working days – field visit • 10 working days - remote
Expected start:	March – April 2026

BACKGROUND

The International Short-Term Expert will work as part of the implementation team for the European Union grant-funded project "EU Support for Rule of Law" in the Republic of North Macedonia.

The EU Support for Rule of Law project (the Project) is designed to support vital institutions operating in the fields of justice, law enforcement, anti-corruption efforts, and the promotion and protection of fundamental human rights. The Project is funded by the European Union and executed through collaborative efforts with four implementing partners (Ludwig Boltzmann Gesellschaft - Institute of Fundamental and Human Rights, Republic of Slovenia – Ministry of Interior, Republic of Croatia – Ministry of Justice, Public Administration and Digital Transformation, and the Centre for International Legal Cooperation).

The project is structured around four specific objectives, each implemented by one of the four project components. This assignment falls under Component 1 of the project, whose objective is to improve the capacities of justice institutions to deliver justice in transparent and accountable manner. Particular attention is being given to the functioning of the Judicial Council and the Council of Public Prosecutors as the managerial bodies; the Academy for Judges and Public Prosecutors as the sole point of entry into the professions; the Ministry of Justice regarding the implementation and monitoring of the Judicial Reform Strategy; the ICT

Council for the Judiciary for support on the Information Communication Technology of Justice Sector Strategy and the Bar Association as branch organisation for lawyers.

These justice institutions will be supported to properly and efficiently fulfil their mandates in line with European standards, such as the recommendations of the Venice Commission, GRECO and Senior Experts' Group on systematic Rule of Law issues, and in line with Judicial Reform Strategy 2024-2028. Being aware of the dynamics of the accession negotiation process, the project functions as a resource and knowledge facility to help guide the Macedonian justice institutions through this process.

The Public Prosecution Office of the Republic of North Macedonia is an independent institution responsible for prosecuting crimes. The main authorities responsible for the management of human resources within the Office are the Council of Public Prosecutors which is deciding on its systematization and the Chief Public Prosecutor of the Republic of North Macedonia who is managing the office on the daily basis. Although an HRM Strategy was adopted for the office in 2020, it covered the period 2016–2018. A new strategy is therefore urgently needed to reflect the current context.

This mission falls under the scope of Result 1.2.5. The main objective of Result 1.2.5 is to support the Public Prosecution Office and the Council of Public Prosecutors in adjusting the activities to the European standards, which includes the project's support for developing, adopting and implementing the HRM Strategy. The analyses of the current state of play and available data will be delivered. The analysis will encompass legal framework, recruitment and selection processes, employment and statistical data for the Office. The working group on the HRM Strategy is planned to be established by the Chief Public Prosecutor of the Republic of North Macedonia.

ROLES AND RESPONSIBILITIES

The International Short-Term Expert will be tasked with reviewing the available data, analysing it in terms of European standards and best practices in human resource management from other countries, identifying gaps and challenges and developing the first draft of the HRM Strategy. The expert will be also tasked with providing practical support to the working group in drafting the HR strategy.

For this assignment, the project team will engage both a local and an international Short-Term Experts. Both experts will collaborate remotely and during the field visit to Skopje, with regular coordination meetings to ensure alignment and integration of local and international perspectives. Additionally, the assignment will be carried out in close collaboration with other experts from the Project.

Specifically, the international expert will carry out the following tasks:

- Reviewing international standards and European best practices in human resource management within the public prosecution office;
- Assessing the current situation in the public prosecution office;
- Developing the draft HRM Strategy;
- Providing practical support to the working group on the HRM Strategy;
- Preparing recommendations for implementation of the strategy;
- Presenting the draft H RM Strategy and the recommendation for its implementation at the round table and addressing the feedback provided by the participants;
- Preparing a mission report.

Planned results:

- Assessment of international standards and European best practices;
- Draft HRM Strategy, incorporating the feedback received from participants after the implementation of the round table;
- Mission report delivered.

GENERAL REQUIREMENTS

- University degree in Law, Human Resource Management, or a relevant field.
- Proven minimum 10 years of work experience within the public prosecution or public administration.
- Strong knowledge and understanding of international standards and policies in the area of the public prosecution.
- Excellent oral and written communication skills in English.
- Excellent analytical and reporting skills.
- Flexibility, strong adaptation skills and capability of teamwork in a potentially challenging environment under tight deadlines.
- Good command of Microsoft Office™ tools.
- Good planning and work organisation skills.

SPECIFIC REQUIREMENTS (additional assets)

- Proven minimum 3 years of specific experience in human resource strategy development and/or implementation;
- Previous experience in legal research, reasoning, drafting, and evidence assessment;
- Previous experience in similar projects and EU-funded projects.

CONTRACT AND REMUNERATION

The remuneration will be done in accordance with the grant contract.

SUBMISSION OF APPLICATIONS

Applications must be sent in English (CV in Europass format and a motivation letter) via e-mail to elena.brmbeska@rolaw.mk indicating "International STE for the HRM Strategy for PPO" in the subject line. References must be available on request.

Application submission deadline: 6th of February

Applications received after the deadline or incomplete applications will not be taken into consideration. Only short-listed candidates will be invited for an interview. Online interviews will take place between 16 and 18 February 2026. The selected candidate will begin work in March.

IMPORTANT NOTICE

The expert must not have had any contractual relationship with the public administration of the Republic of North Macedonia for at least 6 months prior to his/her hiring.