VACANCY NOTICE

Local Short-Term Expert for the Preparation of a Legal Gap Analysis

and Drafting the New Rules of Procedure for the Judicial Council

Component:	Component 1: Improve the capacities of justice institutions to deliver justice in transparent and accountable manner
Activity:	Activity 1.1.6 – Supporting the Judicial Council in fulfilling its statutory role in line with European standards
Place of work:	Skopje, North Macedonia and remote
Contractor:	Centre for International Legal Cooperation
Working days:	20 working days: • 10 working days – gap analysis and report preparation • 10 working days – drafting the Rules of Procedure
Expected start:	May 2026

BACKGROUND

The Local 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.

This assignment falls under Component 1, whose objective is to improve the capacities of justice institutions to deliver justice in a transparent and accountable manner. Specifically, this mission contributes to Activity 1.1.6, which focuses on supporting the Judicial Council in fulfilling its statutory role in line with European standards.

Following the recommendations of the EU TAIEX Peer Review Mission on the Functioning of the Judicial Council of North Macedonia and the requirements set forth by the new Law on the Judicial Council, there is a need to realign the Council's internal functioning. To support this transition, the Project will evaluate current administrative practices and recommend improvements. A local expert will be engaged to support the Judicial Council in formalizing its

new Rules of Procedure, ensuring alignment with the updated legal framework and European best practices.

The expert will work in close consultation with the Project and a designated Working Group within the Judicial Council to ensure that the draft integrates institutional experience with the standards required by the new legislation and the EU TAIEX mission.

ROLES AND RESPONSIBILITIES

The local expert will carry out the following tasks:

- Conduct a thorough gap analysis evaluating the misalignment between the new Law on the Judicial Council, the existing Rules of Procedure, and the TAIEX mission findings regarding internal management and procedural vulnerabilities;
- Perform a comprehensive screening of the new Law on the Judicial Council to identify by-laws requiring update, resulting in a targeted action plan and a detailed matrix specifying the exact chapters and articles requiring amendment with regard to internal organization and institutional management;
- Facilitate a consultative process to develop the draft Rules of Procedure, incorporating input from the Project and the Council's internal stakeholders, focusing on session protocols, voting mechanisms, disciplinary proceedings, and the individualized reasoning of decisions; and
- Prepare a mission report.

Planned results:

- A Gap Analysis Report and a comprehensive List of By-laws (including a targeted action plan and a detailed matrix of drafting recommendations) prepared and delivered;
- A comprehensive draft proposal for the new Rules of Procedure, successfully incorporating recommendations resulting from the consultative process; and
- A Mission report prepared and submitted.

GENERAL REQUIREMENTS

- Advanced university degree in Law or a relevant field;
- Proven minimum 10 years of professional experience;
- Excellent oral and written communication skills in both English and Macedonian;
- Strong knowledge of the national legislation and policies in the area of the judiciary;
- Excellent analytical and reporting skills;
- Flexibility, strong adaptation skills and capability of teamwork in a potentially stressful environment under tight deadlines;
- Good command of Microsoft Office™ tools; and

- Good planning and work organisation skills.

SPECIFIC REQUIREMENTS

- Proven specific experience in drafting primary or secondary legislation, particularly related to the judiciary in North Macedonia;
- Familiarity with the Macedonian legal landscape and the functioning of the Judicial Council and courts;
- Proven understanding of the recent EU-driven reform processes in the judiciary of North Macedonia, specifically the new legislative framework governing the Judicial Council is a strong asset; and
- Previous experience in similar projects and EU-funded projects is an asset.

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 jovana.jovanovska@rolaw.mk indicating "Local STE for Judicial Council Rules of Procedure" in the subject line. References must be available on request.

Application submission deadline: 3 May 2026

Applications received after the deadline or incomplete applications will not be taken into consideration. Only short-listed candidates will be invited for an interview.

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.

The Project is an equal opportunity employer that encourages applications from women and minorities. All applications will be considered strictly confidential.