
Vacancy Announcement

Title:	Capacity Development Expert – Rule of Law Centres
Category:	International Consultant
Type of Contract:	Fixed-Term International Consultant Contract
Duty Station:	Yangon, Myanmar

ABOUT IDLO

The International Development Law Organization (IDLO) enables governments and empowers people to reform laws and strengthen institutions to promote peace, justice, sustainable development and economic opportunity. We contribute to creating stable and inclusive societies where every person can live free from fear and want, in dignity and under the rule of law.

To learn more about IDLO, please visit our website www.idlo.int or follow us on Twitter @IDLOnews.

IDLO IN MYANMAR

IDLO is working simultaneously to strengthen justice institutions to uphold the rule of law and protect human rights, while also improving access to local justice services in Myanmar. IDLO is achieving these aims by providing technical assistance to justice institutions through conducting participatory training programs on substantive and procedural issues.

IDLO is also supporting improvements in public legal awareness and empowerment in Myanmar through its involvement in the Rule of Law Centers program to provide legal training on local issues for professionals, and public awareness raising on basic legal rights and responsibilities to CSOs, lawyers and communities at large.

RULE OF LAW CENTERS PROGRAM

In late 2013, under the auspices of the Parliamentary Rule of Law and Tranquility Committee, a Coordinating Committee was established to explore the utility of rule of law centers to help fill the gap in knowledge and skills of existing legal professionals through providing intensive legal training. UNDP, at the Committee's request, conducted a feasibility study that found that training key officials would have greater impact on rule of law needs in Myanmar if it included attention to issues of local justice concern, and was complemented by a public engagement component to help bridge the gap between institutions and the community they should serve.

In 2014 IDLO, as the lead member of a consortium of partners, was contracted by UNDP to develop a pilot training workshop series focusing on developing the knowledge, skills, and values necessary to increase the awareness of and the implementation of international rule of law principles in Myanmar. The Pilot was implemented in Mandalay and Lashio based on the decisions of the coordinating body.

In June 2015, UNDP approached IDLO for the implementation of the next phase (Phase I) of the Rule of Law Centers based on the lessons learned and the recommendations of the external evaluation of the pilot phase. Phase I is currently implemented in Mandalay, Myitkyina, Taunggyi and Yangon from July 2015 – June 2016. The program is set to expand under Phase II of the program, which will run from July 2016 – December 2017.

THE ASSIGNMENT

Under the supervision of the Field Program Manager and in close collaboration with other Capacity Development Experts and the National Training Coordinators, the Capacity Development Expert will be responsible for the following:

- Working closely with the National Training Coordinators, and in close coordination with IDLO's Capacity Development Unit at HQ, oversee the design and delivery of training programs at the Rule of Law Centres in accordance with the Project design and workplan, including the Foundations in Rule of Law courses, Training of Trainers (TOT) courses, mobile trainings, and specialized module workshops. The content of the training(s) should be developed in such a way as to highlight rule of law principles, including respect for human rights standards, an independent and impartial judiciary, legal empowerment, gender equality, and access to justice;
- Provide mentoring and coaching support to the National Training Coordinators, National Trainers and Training Development Officers as they take the lead in implementing Rule of Law Centre training programs;
- Based on lessons learned during implementation of the training programs, and in collaboration and consultation with national training staff and the Program Managers, make appropriate adjustments to training programs, including tailoring to different needs to ensure relevance to various beneficiary groups;
- Providing technical guidance, oversee the revision and adjustment of existing curricula, and development of additional curricula as required, supporting the Training Development Officers and National Trainers to take the lead in this process. This includes the development of interactive and detailed training modules/training session plan and all accompanying background material;
- Assist in the recruitment and selection of national trainers and training staff in the Rule of Law Centres;
- Develop and ensure implementation of best practice guidelines for national trainers, such as guidelines to include interactive learning techniques, skills development, gender sensitivity and integration of training in the local legal and cultural context of participants;
- Ensure that learning outcomes of trainings are documented in course assessments as per IDLO's Training Information Management System (TIMS) and are linked to the overall M&E strategy;
- Support development, adjustment and implementation of the M&E strategy related to training activities as required, including collaboration with any M&E Experts assisting the Project;
- Collaborate and coordinate with the Community Outreach Expert and outreach staff in supporting the delivery of outreach activities, including providing technical support in developing tools and coherent strategy to implement community outreach and public awareness activities;
- As directed by the Field Program Manager, provide guidance to other program staff, including Myanmar nationals and international consultants, to ensure consistent achievement of program goals and integration into program activities;
- Support the development and implementation of the internal staff capacity development plan, including organizing and delivering training sessions on specific topics for staff on a regular basis in accordance with the plan, and support national trainers and training staff to do the same;
- Based on the experience of conducting trainings and an assessment of the achievement of the learners in each training, and other applicable experience, assist in developing reports and writing recommendations;
- Collaborate with and support the Program Managers in preparation of program reports, budgets, and communicating with partners and funders as required;



- Represent the Project externally and liaise and collaborate with partners and stakeholders, as required and as directed by the Field Program Manager, including supporting coordination and partnership efforts with other Rule of Law initiatives;
 - Any other duties that may be assigned by the Field Program Manager.
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IDEAL CANDIDATE PROFILE

Education

- Advanced degree in law
- Strong knowledge and proven expertise in one of the following thematic areas: International Human Rights, Capacity Development, or Rule of Law development

Work experience

- At least 7 years of experience in designing and delivering (national) capacity building programs in the justice sector, specifically for legal professionals and community leaders
- Prior experience in developing interactive and participatory curriculum and training programs and mentoring trainers with a capacity development emphasis
- Prior experience working in developing and/or transitional contexts
- Experience in conducting rule of law trainings in Myanmar is an asset
- Experience living and working in Myanmar and knowledge of the Myanmar political and legal context is an asset

Languages

- Fluency in written and spoken English required. Knowledge of the local language (Myanmar language) would be an asset

Behavioral competencies

- Excellent interpersonal communication skills as well as planning and organization skills
 - Excellent cross-cultural communication skills
 - Ability to work with teams and perform well under high pressure and according to time sensitive schedules
 - Ability to represent the project in high-level representational role as well as with beneficiaries at grassroots level
 - Sensitive to the changing political landscape of the country
 - Willingness to work and live in a transitional and fragile environment
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TERMS AND CONDITIONS

The Capacity Development Expert – Rule of Law Centres will be required to render services in Yangon, but may be required to work from other locations as determined by the Supervisor. IDLO offers a competitive remuneration and benefits package including Medical and Accident insurance, Annual and Sick Leave.

The Duration of the assignment is July 1, 2016 – December 31, 2017.



HOW TO APPLY

All interested applicants are encouraged to apply via our website <http://www.idlo.int/jobs> and submit the completed IDLO Personal History Form (PHF), resume and cover letter.

IDLO is an Equal Opportunity Employer and values diversity in all areas of its operations. We welcome and encourage diverse applications.

DISCLAIMER AND CLOSING DATE

The above statements are intended to describe the general nature and level of the work being performed by the Contractor assigned to this work. This may not be an exhaustive list of all duties and responsibilities.

The Director-General of IDLO reserves the right to amend and change responsibilities or even to cancel the recruitment to meet business and organizational needs as necessary.

The application deadline is **May 20, 2016**.

