



Terms of Reference

- **Position: EXPERT TRAINER**
- **Reports To: Resident Fellow and Programme Manager**
- **Location: Malta**
- **Employment Type: Consultancy**

ABOUT THE IIJ

The International Institute for Justice and the Rule of Law (IIJ), located in Malta, has a mission to deliver innovative and sustainable capacity-building through the implementation of counter-terrorism-related, rule of law-based good practices developed by the Global Counterterrorism Forum (GCTF) and other international and regional fora.

Since its inauguration in 2014, the IIJ has trained more than 10,000 criminal justice practitioners through its interactive capacity-building workshops – in Malta and abroad – that enhance the competencies of parliamentarians, judges, prosecutors, police, prison and other criminal justice practitioners to address terrorism and related transnational criminal activities within a rule of law framework. The IIJ delivers capacity-building training tailored to the needs of the regions it serves, including North, West and East Africa; the Middle East; and select engagement in the Balkans, and Central, South and Southeast Asia. For more information on the IIJ, please visit the IIJ's website at <http://www.theij.org>.

In 2020, the IIJ launched an Academic Unit to provide in-depth courses to criminal justice practitioners aimed at filling critical knowledge gaps necessary for successfully countering terrorism and transnational crime.

CONSULTANCY POSITION

The IIJ is seeking applications from a qualified English-speaking expert to support the delivery of its Academic Unit's innovative and ground-breaking Counter-Terrorism Academic Curriculum (CTAC) for criminal justice practitioners (investigators, and prosecutors) from West and East Africa.

The CTAC course will be offered to Investigators and Prosecutors from Cameroon, The Gambia, Ghana, Kenya, Liberia, Nigeria, Sierra Leone, Somalia, and Tanzania. The course consists of two components:



- i. An online component (eCTAC), consisting of self-study modules and tutorials held over a period of five weeks from 14 January – 13 February 2026.
- ii. An in-person component (CTAC) consisting of five days intensive face-to face training to be delivered from 13 - 17 April 2026 in Malta.

The in-person, one-week course focuses on skills-based learning which directly involves the participant in the learning process and includes a simulated investigation and prosecution, as well as relevant, lectures and discussions to build the following core skills:

- Crime scene and evidence management.
- Drafting and advocacy skills to present evidence and legal arguments.
- Protecting human rights to deliver successful prosecutions.
- International judicial cooperation

The Consultant will be expected to facilitate and adapt exercises and deliver modules/sessions for selected investigators and prosecutors based on the course curriculum developed by the Academic Unit in English. Delivery is expected to be in-person in Malta throughout the course from 13 – 17 April 2026.

The Consultant, together with experts, IIJ's Resident Fellow and the Director of the Academic Unit will use case studies for the exercises that require participants to respond to challenges that often arise in terrorist and other complex criminal cases.

The Consultant will adapt, moderate, and evaluate these exercises in consultation with the IIJ team and external experts.

Key tasks and deliverables

The Consultant will be expected to complete the following tasks:

Preparation, Delivery and Reporting (Maximum 6 days)

- The Consultant is required to read and, if relevant, revise the agreed modules, to review and revise exercises already prepared from the CTAC course and prepare for their delivery.
- The Consultant will deliver agreed sessions/parts of the course and may be required to prepare presentations based on the CTAC modules and his/her practical experience.
- The Consultant will facilitate exchanges and discussions with participants and provide feedback on the exercises completed.



Following the delivery of the course, the Consultant must submit a post-training report, using the IIJ's template. The reports must be submitted in English.

Timeframe for product delivery

- Preparation for the course must be completed by 12 April 2026 (online and in-person).
- The delivery of the course will be from 13 – 17 April 2026 in Malta, with in-person preparations and coordination expected in advance.
- The post-training reports must be submitted in their final versions by 2nd May 2026 (online).

CONSULTANT CRITERIA & QUALIFICATIONS

- At least 15 years' experience in criminal justice as a lawyer/judge/prosecutor with experience in terrorism or other complex, transnational crime cases.
- Experience in the delivery of courses on criminal justice, whether that be developing a whole programme of work or shaping existing programmes – preferably terrorism-related but may include other complex, transnational crimes.
- Experience of working internationally with other law enforcement/security organisations. Experience in Africa is an advantage.
- Experience of delivering capacity building projects overseas as well as a familiarity with the region and previous interactions with the target countries of the IIJ.
- Advanced degree in International/European Law, Law, Political Sciences, International Relations, Public Affairs/Public Administration, Development Studies or any related field.
- Professional fluency in English is required
- Excellent drafting skills
- Strong communication skills
- Strong conceptual thinking and analytical skills
- Successful proven organisational and prioritisation skills
- Energetic and adaptable in her/his approach with the ability to work individually and/or as part of a team
- The ability to exercise good judgement and discretion at all times; and
- Efficient in observing deadlines and achieving results in accordance with qualitative and quantitative parameters.

DEADLINE FOR APPLICATIONS



All interested applicants meeting the qualifications below are invited to submit a cover letter and CV to the IJ Academic unit program manager mensii@theij.org, Resident Fellow simonrushbyr@theij.org and Human Resources department hr@theij.org **no later than 3 April 2026** with “AU_ Expert Trainer 2026” in the subject line.