



- **Position: Two Expert Trainer – Academic Unit**
- **Reports To: Resident Fellow and Programme Manager**
- **Location: Malta**
- **Employment Type: Consultancy - Trainers of trainers, Justice practitioners**

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: <https://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.

Job Overview:

The IIJ is seeking applications from a pair of qualified French-speaking experts to support the delivery of its Academic Unit's innovative and ground-breaking Training of Trainers (TOT) for criminal justice practitioners (investigators, judges and prosecutors) from West and East Africa.

The TOT course will be offered to Investigators, Judges and Prosecutors from Benin, Cameroon, Chad, Democratic Republic of the Congo, Mauritania, Republic of Ivory Coast, Senegal and Togo. The course consists of two components:

- i. An online component (eTOT), consisting of self-study modules and tutorials held over a period of five weeks from 19 – 30 May 2026.
- ii. An in-person component (TOT) consisting of five days intensive face-to face training to be delivered from 1 - 5 June 2026 in Malta.

The in-person, one-week training of trainers' course focuses on skills-based learning which directly involves the participant in the learning process and includes hands-on



practice, feedback on the various exercises and discussions to build the following core skills:

- Understand the principles of andragogy.
- How to effectively lead a training session.
- Identify training needs.
- Development of a training program.
- Measure the impact of the training.

The Consultants 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 French. Delivery is expected to be in-person in Malta throughout the course from 1 – 3 June 2026.

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

Key Responsibilities:

The Consultants will be expected to complete the following tasks:

Preparation, Delivery and Reporting (Maximum 8 days)

- Prior to the meeting, the consultants will receive the assignment completed by the participants
- the consultant will participate in discussions and interactions during debriefing sessions alongside the academic unit
- Consultants may suggest any changes to the format of the debriefing session.
- The Consultants will deliver agreed sessions/parts of the course and may be required to prepare presentations based on the TOT modules and their practical experience.
- The consultants will work alongside the academic unit's team to facilitate exchanges and discussions with participants and provide feedback on the exercises completed.

Following the delivery of the course, the Consultants 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 31 May 2026.
- The delivery of the course will be from 1 – 3 June 2026 in Malta, with in-person preparations and coordination expected in advance.
- The post-training reports must be submitted in their final versions by 2 July



2026 (online).

Requirements and Qualifications:

- At least 15 years of experience in the fields of law and pedagogy, particularly in the design of training programs for trainers and in the coordination of training for magistrates, judges, and prosecutors.
- Experience working with national judicial training centres in the design and delivery of training programs is greatly appreciated.
- Experience of working internationally with other law enforcement/security organisations. Experience in Africa is an advantage.
- Advanced degree in International/European Law, Law, Political Sciences, International Relations, Pedagogy, Andragogy, Public Affairs/Public Administration, Development Studies or any related field.
- Professional fluency in French 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.
- Efficient in observing deadlines and achieving results in accordance with qualitative and quantitative parameters.

How to Apply & Deadlines:

All interested applicants meeting the qualifications below are invited to submit a cover letter and CV to the IJ Academic unit program manager lotyj@theij.org and Officer in charge of the Academic Unit, samnac@theij.org **no later than 22 May 2026** with "AU_Expert Trainer 2026" in the subject line.

The IJ is an equal-opportunity employer and welcomes applicants of all backgrounds, regardless of race, origin, disability, gender, or any other protected status.