

Terms of Reference

NATIONAL LEGAL EXPERT CONSULTANT

(with a minimum of 5 years experience)

United Nations Counter-Terrorism Implementation Task Force (CTITF)/ United Nations Office of Counter-Terrorism (UNOCT)

CTITF Human Rights Working Group project: Training and Capacity Building of Law Enforcement Officials on Human Rights, the Rule of Law and the Prevention of Terrorism

CAMEROON

Consultancy: 80 working days over a 6-month period

Background and rationale

The UN CTITF Working Group on Protecting and Promoting Human Rights and the Rule of Law while Countering Terrorism is currently implementing a global, multi-year project on Training and Capacity Building of Law Enforcement Officials on Human Rights, the Rule of Law and the Prevention of Terrorism (the “Global Project”). The Global Project provides training for law enforcement and security officials on human rights law and human rights compliant responses to countering terrorism. The Global Project is implemented under the mandate of Pillar IV of the United Nations Global Counter-Terrorism Strategy (A/RES/60/288), and consists of four phases to ensure its sustainability and maximum impact on the ground.

Phases I and II consists of training for Cameroonian law enforcement officers and security officials engaged in counter terrorism measures and operations, so as to strengthen their knowledge of the human rights laws and principles applicable to their area of practice. The training is organised around five modules: (i) the International Legal Framework governing human rights and counter-terrorism activities; (ii) Use of Force; (iii) Human Rights Compliant Detention Practices; (iv) Human Rights Compliant Interview Practices; and (v) Special Investigation Techniques. Each module outlines the standards set by international human rights law and jurisprudence, and includes examples of best practices. Phase II repeats the training to a different set of participants and includes a meeting with senior government officials to discuss their human right needs and how this may be addressed in Phase III.

Phase III of the Global Project responds to needs identified during the training and the meeting with senior government officials, with a particular focus to adapt the training materials of the Global Project to the national context, incorporating national legislation respecting international human rights standards. The national training materials will then be incorporated into the curriculum of the national training institutions. A Training of Trainers (ToT) programme will be developed to train national trainers on the new elements of the national training curriculum. Phase IV of the Global Project, on monitoring and evaluation, will focus on the impact of activities delivered under Phases I, II and III.

The National Legal Expert will support the development and implementation of Phase III in Cameroon and will work closely with UNODC and OHCHR, under the overall supervision of the UNOCT Senior International Expert. The National Legal Expert will research and develop national training materials based on the Global Project’s existing training modules, support the development and implementation of the training of trainers programme and support the national authorities in

incorporating those materials into their national training for law enforcement officers and magistrates to promote compliance with obligations under international human rights law.

The National Legal Expert Consultant will be home based in Yaoundé and will be jointly managed - reporting to and acting under the direction of the line-management of Centre des Nations Unies pour les Droits de l'Homme et la Democratie en Afrique Centrale (CNUDHD-AC), on a weekly basis, whilst working under the methodological direction provided by the Senior International Expert, reporting to UNOCT in New York. The National Legal Expert will also work in close collaboration with UNODC, national law enforcement training institutions and any other entity deemed relevant to the effective implementation of the project.

The National Legal Expert Consultant will provide their own computer and all other equipment necessary to complete the assignment. Only expenses agreed in advance will be reimbursed.

DUTIES AND RESPONSIBILITIES

Over a period of 50 working days:

- Attend Phase I training and the senior-level meeting in Yaoundé as an observer
- Research and develop a written report that identifies the national laws of Cameroon by which the State enacts its obligations under international human rights law in the areas of law enforcement activity covered by the Global Project's existing training modules (i.e. Legal Framework, Use of Force, Human Rights Compliant Detention Practices, Human Rights Compliant Interview Practices and Special Investigative Techniques)
- Identify inconsistencies of national law or practice with international human rights law, to be noted in the report, in order that these can be included and addressed in the national training materials and in the Training of Trainers programme
- Develop national training materials to be used in the Training of Trainers programme in Cameroon, based on the Global Project's training modules, in the context of Cameroon's national laws and reflecting international human rights standards and norms
- Produce training materials and subsequent relevant documents in French and, after validation, support the translation of the materials into English

Over a period of 10 working days:

- Support the development and preparation of the Training of Trainers programme in Cameroon
- Support implementation and delivery of the Training of Trainers, including by providing advice and guidance to trainers and participants on the national law of Cameroon

Over a period of 20 working days:

- Provide legal advice and further support to participants of the Training of Trainers in incorporating human rights relevant national legislation into national law enforcement training programmes, as directed following the Training of Trainers

QUALIFICATIONS

Education: Essential: Advanced University degree (Masters or equivalent) in the criminal law and experience and/or qualification in International Human Rights Law. A combination of relevant academic qualifications and extensive practical experience may be accepted in lieu of the advanced university degree.

Experience: Essential: A minimum of five years of experience in a legal field relating to human rights and crime/counter-terrorism in Cameroon, with experience in the design of training materials.

Desirable: Experience working with security forces in Cameroon.

Languages: Essential: The consultancy requires fluency in oral and written French and English.

COMPETENCIES

PROFESSIONALISM: Strong analytical capacity and excellent substantive knowledge of criminal law and procedures in Cameroon. Good knowledge of and exposure to a range of issues related to counter-terrorism, including from the context of human rights and the rule of law. Comprehensive knowledge of and exposure to a range of international standards, instruments, mechanisms, approaches and good practices relevant to human rights, in particular those related to counter-terrorism. Good knowledge of relevant resolutions of the Security Council and the General Assembly, as well as of existing United Nations system entities and their respective mandates, policies and guidelines, as those related to counter-terrorism. Proficiency in drafting and ability to prepare briefs, training and other written materials under time pressure. Ability to work under dynamic and high-pressure situations and meet short deadlines.

PLANNING AND ORGANIZATION: Develops clear goals that are consistent with agreed strategies. Identifies priority activities and assignments. Adjusts priorities as required. Allocates appropriate amount of time and resources for completing work. Foresees risks and allows for contingencies when planning. Monitors and adjusts plans and actions as necessary. Uses time efficiently.

COMMUNICATION: Speaks and writes clearly and effectively. Listens to others, correctly interprets messages from others and responds appropriately. Asks questions to clarify, and exhibits interest in having two-way communication. Tailors language, tone, style and format to match the audience. Demonstrates openness in sharing information and keeping people informed. Develops effective training materials.

STARTING DATE: March 2018

DUTY STATION: Yaoundé, Cameroon

To Interested Candidates: Please send your CV and statement of interest, written in English, by 15 February 2018 to tfonyuy@ohchr.org and southern@un.org. Please clearly mark the e-mail subject field “Application: National Legal Expert Consultant (Cameroon)”.

Note: Due to the volume of applications, only shortlisted candidates will be contacted

