



December 2010

Dear Sir / Madam,

Re: Pacific Judicial Development Programme - Expression of Interest in PJDP Technical Pool

An exciting opportunity exists for specialists in law and justice to participate in the Pacific Judicial Development Programme (PJDP). The PJDP supported by New Zealand Ministry of Foreign Affairs and Trade (MFAT) and AusAID was re-launched in July 2010 and is anticipated to run for at least another 18 months. The Programme will commence activities in early 2011 and provide assistance to 14 judiciaries in the Pacific region.

During this phase, the Programme will consolidate and extend the delivery of high quality practical judicial training and court development services, while significantly enhancing the set-up, localisation and sustainability of those services across the region. Implementation will occur between January 2011 and June 2012.

To assist the implementation of the Programme's activities, the PJDP is seeking expressions of interest (EoIs) from specialists to be part of a pre-selected technical adviser pool which will support the implementation of Programme activities. Over the course of implementation, experts included in the Technical Pool will receive detailed activity-specific terms of reference (ToR) to which they may wish to respond. If selected as a technical adviser to the PJDP, experts will be required to design and deliver appropriately contextualised assistance in line with the detailed ToR. Experts will need to work in close partnership with members of a regional training team and local counterparts throughout implementation in order to build local capacity and ownership.

Areas of Activity under PJDP Phase 2

Based on the approved PJDP 18-Month Activity Implementation Plan as total of 10 projects (comprising 28 activities) have been scheduled for the impending 18-month period, as follows:

- (i) promote core professional skills of judging, judicial administration, and management, and develop core orientation and decision-making training modules for judges, court officers and lay magistrates;
- (ii) undertake research into customary dispute resolution as a mechanism for promoting an holistic approach to alternative dispute resolution in the region;
- (iii) introduce codes of judicial conduct to strengthen governance mechanisms in selected courts;
- (iv) research and develop a medium/long-term plan for the sustainability of ongoing judicial development across the region;
- (v) strengthen judicial leadership;
- (vi) diagnose the needs for judicial administration and support pilot activities for selected registry systems and process;
- (vii) design a judicial monitoring and evaluation framework;
- (viii) mobilise the Regional Training Team, a cadre of certified trainers from member Pacific Island Countries (PICs), through Training-of-Trainers programmes;
- (ix) publish and revise benchbooks to develop selected resources for PJDP counterpart courts.

Additional information is found in the briefing note attached for your reference, below.



The Pre-selection Process

Individuals, organisations and institutions interested in joining the Technical Pool will be required to complete and return the enclosed Expression of Interest Form and a recent curriculum vitae to the International Programmes Officer (full contact details are found in the EoI Form, below.)

A Selection Committee comprised of members from the PJDP Team will periodically convene to consider the expressions of interest and approve/decline entry into the Technical Pool. Preference will be given to individuals, organisations and institutions from the Pacific Island Countries in order to build capacity within the region.

The criteria for pre-selection and acceptance into the Technical Pool includes demonstrable:

- Capacity to provide technical support in a collaborative and inclusive manner.
- Experience relevant to the Programme's areas of activity (as identified in the EoI Form.)
- Cross-cultural experience, preferably in the Pacific region.
- High level interpersonal, oral and written communication skills.

The pre-selection process comprises:

- Individuals, organisations and institutions interested in joining the PJDP Technical Pool will be required to complete the expression of interest form (see below) and provided an updated curriculum vitae to the Programme.
- The Selection Committee will consider EoIs and approve/decline entry into the Technical Pool.
- The Selection Committee's assessment will be confidentially documented and a recommendation provided to the Team Leader for ratification. The expert(s) will then be notified.
- The upper limit on consulting rates will be fixed for 2 years based on rates accepted by MFAT for all assignments under the PJDP.

We look forward to receiving your expressions of interest and to your involvement in the PJDP.

If, in the meantime, you have any questions or require further information about the Programme, please contact the International Programmes Officer: hannah.clua-saunders@fedcourt.gov.au.

Yours sincerely,

A handwritten signature in black ink that reads "Lorenz Metzner". The signature is written in a cursive style with a long, sweeping underline.

Lorenz Metzner
International Programmes Manager
Pacific Judicial Development Programme



Expression of Interest Form - PJDP Phase 2 Technical Pool

Please return the Eol Form and your curriculum vitae to:

Ms. Hannah Clua-Saunders, PJDP Project Officer, at:

- E-mail: hannah.clua-saunders@fedcourt.gov.au; or
- Facsimile: (+ 61-2) 9223 1906

Name (individual or institution): _____

Contact Details:

Daytime Phone No.: _____ Evening Phone No.: _____

Mobile Phone No.: _____

E-mail Address(es): _____

Area(s) of Interest in PJDP Activities: *(please ✓ or x one or more areas of expertise / experience)*

- | | | |
|--|-------|--------------------------|
| (i) development of core professional skills (judging, judicial administration, management) | _____ | <input type="checkbox"/> |
| (ii) research into customary dispute resolution as a mechanism for promoting ADR | _____ | <input type="checkbox"/> |
| (iii) develop codes of judicial conduct and related governance mechanisms | _____ | <input type="checkbox"/> |
| (iv) research and strategy development for ongoing judicial development across the region | _____ | <input type="checkbox"/> |
| (v) strengthen judicial / court leadership | _____ | <input type="checkbox"/> |
| (vi) diagnosis of judicial administration needs and support for registry systems development | _____ | <input type="checkbox"/> |
| (vii) judicial monitoring and evaluation framework design | _____ | <input type="checkbox"/> |
| (viii) Facilitation of judicial / court-focussed Training-of-Trainers programmes | _____ | <input type="checkbox"/> |
| (ix) Editing, development, revision and / or publication of benchbooks | _____ | <input type="checkbox"/> |

Other (please define): _____

Summary of Relevant Experience and Expertise:

Years of experience in providing technical and capacity building support: 1-5 years / 6-12 years / 13+ years

Countries of work experience relevant to the PJDP Activities identified above as being of interest:



Summary of Relevant Experience and Expertise: *(cont...)*

Do you have any experience as a Judicial or Court Officer (or are you applying as a court-based institution): Yes / No

For *individuals* that indicated 'Yes' immediately above:

- Are you a currently serving Judicial / Court Officer? Current / Retired
- Years of service as a Judicial / Court Officer: 1-5 years / 6-12 years / 13+ years
- Please indicate the name and location of your Court: _____

Indicative Availability and Costs:

Input Duration (please circle one or more options): Short-term (<1 month) / Medium-term (1-4 months) / longer-term (> 4 months)

Are you willing and able to travel in the Pacific region? Yes / No

Indicative Monthly Fee-rate (based on 30 days in-country): AUD _____

Any other potential costs associated with the provision of services:¹

- _____
- _____
- _____

Please also attach your curriculum vitae (maximum of 6 pages) to your email response.

Thank you for your interest in PJDP!

¹ Not including: air travel, per diem, and accommodation costs directly associated with a potential assignment.



1.0 PJDP Background Briefing Note

The New Zealand Ministry of Foreign Affairs and Trade in partnership with AusAID launched the second phase of the Pacific Judicial Development Programme (PJDP). PJDP Phase 2 (6 July, 2010-30 June, 2012) is designed to build on the achievements of the Programme's first phase and the earlier Pacific Judicial Education Programme by supporting participating Pacific Island Countries (PICs) to enhance the professional competence of judicial and court officers, along with the processes and systems they use. PJDP will operate in 14 PICs, namely: Cook Islands, Federated States of Micronesia, Kiribati, Marshall Islands, Nauru, Niue, Palau, Papua New Guinea, Samoa, Solomon Islands, Tokelau, Tonga, Tuvalu and Vanuatu.

2.0 Programme Goal and Purpose

The *goal* of PJDP is to strengthen governance and rule of law in Pacific Island Countries through enhanced access to justice and professional judicial officers who act independently according to legal principles; its *purpose* is to support Pacific Island Countries to enhance the professional competence of judicial officers and court officers, and the processes and systems that they use.

3.0 Vision for Phase 2

The vision for the upcoming 18 month period is to consolidate and extend the delivery of the highest quality practical judicial training and court development services, while significantly enhancing the institutionalisation, localisation and sustainability of those services for stakeholders across the region. Continuing from the PJDP Phase 1, the focus of Phase 2 extends beyond meeting the educational needs of judicial officers (both law trained and non-law trained) and court officers to include support for process and system improvement.

4.0 Phase 2 Implementation

The Programme Executive Committee met in early November 2010 to consider the 18 Month Implementation Plan developed by the Team in consultation with regional counterparts, and to consider the Programme's operation. The 18 Month Plan was approved at the meeting, and PJDP will now deliver ten projects, namely:

1. ***Customary Dispute Resolution (CDR): Regional Research Project*** - to support court-annexed ADR in the formal justice sector and deepen understanding about the nature, role and potential of traditional dispute resolution practices with a view to adopting an integrated approach to dispute resolution.
2. ***Codes of Judicial Conduct Project*** - support will be provided to develop codes in three PICs to strengthen governance mechanisms in these courts. Consideration of codes of conduct at both national and regional levels will aim to promote harmonisation within the region.
3. ***Institutionalisation of PJDP Project*** - to promote and enable the long term sustainability of judicial development across the region. Undertaking research and developing an options paper, including funding models and possible institutional linkages with other organisations around the region for consideration by the region's Chief Justices.
4. ***Regional Leadership Development Project*** - to strengthen judicial leadership by providing opportunities for intra-regional interaction and actively involving leaders in the ongoing development and implementation of PJDP.
5. ***Judicial Administration Diagnostic Project*** - to assess the needs for judicial administration and support through three in-PIC pilot activities to guide the formulation of a regional support strategy for registry systems and process. The activity will develop registry system and process plans for each selected PIC with findings then assessed to determine the nature of future support.
6. ***Judicial Monitoring and Evaluation Project*** - to enable ongoing monitoring and evaluation of PJDP's contribution to improving judicial performance in the region. The project will: scope the available data on



judicial performance monitoring systems in three sample PICs; consult Chief Justices and National Coordinators; collect available baseline data and assess the needs to strengthen reporting systems; and develop and design a regional judicial performance model.

7. **Regional Training Team (RTT) Project** - commencing in March 2011, additional training-of trainers workshops will be held to complete and expand the pool of existing qualified trainers within the region. Qualified RTT members will then be supported to develop and deliver training locally.
8. **Core Judicial Development Project** - to develop orientation and decision-making training which will be delivered by the PJDP and co-facilitated by members of the RTT. Training will be offered to law-trained judicial officers and registrars exercising para-judicial duties, and lay magistrates and court officers.
9. **Benchbook Publishing Project** - to commission two new benchbooks and update two existing benchbooks. Managerial responsibility for publication and production will be assumed locally with the support of PJDP. Local training will be held on the use of this resource following production.
10. **Responsive Fund Mechanism** - to provide an incentive-based mechanism where PICs can apply for funding to provide targeted and local support for judicial and court development strategies that promote the broader objectives of the PJDP. Activities will be led, developed, and managed by each PIC.

5.0 Intended Programme Outcomes

The foundations for regional judicial development have been laid over many years of work, first in PJEP, and more recently in Phase 1 of PJDP. Within the span of the upcoming 18 month implementation period, there is an opportunity to contribute to outcomes that are measurable in terms of consolidating processes to promote the professionalisation of judicial and court development in the region.

In this regard, the current phase will contribute measurably achieving the following key programmatic outcomes relating to improving the delivery of justice across the region:

- a. **Access to Justice** - The outcome being the formulation of a strategy to support and integrate customary dispute resolution across courts in the region. *This output will promote access to justice by enabling the region's judicial leadership to assess, plan and direct an integrated process of judicial development for both customary and formal justice services providers.*
- b. **Governance** - The outcome being the formulation of codes of judicial conduct in PICs, the development of a fully-researched options paper on the long term institutionalisation and sustainability of judicial development across the region, and the further development of regional leadership capacity. These outputs will improve judicial governance through *strengthening judicial leadership notably to establish frameworks for judicial good conduct, and to assess, plan and direct long term arrangements for ongoing professional development across the region and resolve key issues.*
- c. **Systems and processes** - The outcome being the diagnosis of the needs for registry systems and process and, if appropriate, the formulation of a regional support strategy for registry systems and process; and the design and development of a judicial performance monitoring and evaluation framework with selected baseline data. These outputs will *develop understanding about the needs for improvement in judicial administration across the region and how needs should be addressed; as well as creating a method to monitor judicial performance including the contribution of the PJDP.*
- d. **Professional Development** - The outcome being the establishment and mobilisation of the RTT as a trained and experienced local training resource body to deliver training and benchbooks across the region; the development of four core training modules in orientation and decision-making for judicial officers, court officers and lay magistrates; and the production of two new benchbooks and two benchbook revisions. These outputs will *enhance the means to supply judicial development services using local resources, and contribute improvements to the competence of judicial service providers across the region.*