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## European Union for Law Enforcement in Albania (2<sup>nd</sup> phase) EU4LEA 2

### RECRUITMENT OF PERMANENT EXPERT ON PROSECUTION OF ORGANIZED CRIME AND CORRUPTION CASES AT EU4LEA 2 PROJECT

#### Background information:

Albania maintains a high political engagement toward the EU accession process. In the context of accession negotiations, Albania submitted the three roadmaps that will guide its reforms efforts, including the Rule of Law roadmap that extensively addresses subfields such as justice reform, the fight against corruption, fundamental rights, the fight against organized crime, migration, asylum and visas.

In October 2024 the EU opened negotiations with Albania on Cluster 1: Fundamentals, which includes Chapter 23 – Judiciary and fundamental rights and Chapter 24 – Justice, freedom and security. The EU and Albania agreed on interim benchmarks to be met during the negotiation process both on the horizontal level for the cluster, and specifically for chapters 23 and 24.

Also, Albania has actively engaged in the implementation of the new Growth Plan for the Western Balkans across the four pillars of gradual integration with the EU single market, regional economic integration, fundamental reforms and increased financial support. The Reform Agenda covers several areas of reforms including fundamental rights and the rule of law. Finally, for the first time, the European Commission's 2024 rule of law report covered Albania. In this evolving context towards EU accession, the phase 2 of the European Union for Law Enforcement in Albania (EU4LEA 2) Project seeks to provide targeted support to Albania to promote full alignment under chapter 23 and 24.

The expected impact of EU4LEA 2 is that Albanian capacities to fight organized crime and corruption are upgraded, in line with key provisions under the EU accession pathway. Support will be provided to Albanian institutions in their efforts against organized crime networks and high-level corruption.

To this aim a team of 5 Permanent Experts (project coordination, organized crime investigation, organized crime and high-level corruption prosecution, financial investigation, evolutionary form of organized crime/forensics) will be deployed alongside mid-term and short-term expertise in relevant subjects.



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Targeted institutions include the Ministry of Interior, the General Prosecution Office (GPO), Albanian State Police (ASP), Special Prosecution Office (SPO), National Bureau of Investigation (NBI), Albanian Financial Intelligence Agency (AFIA), General Directorate of Taxation (GDT), Agency of the Administration of Seized and Confiscated Assets (AASCA) and other pertinent entities and institutions.

The International Expert on prosecution of organized crime and corruption cases will play a crucial role in ensuring that assistance is fully owned by the beneficiaries and delivered against cost-efficient and results-oriented implementation plans.

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While phase 2 of the project is in its finalization stage, the contract has not yet been signed as negotiations are still ongoing. Consequently, any vacancies related to EU4LEA 2 *are published under a suspensive clause*, pending contract signature.

## We offer

We offer the post of PERMANENT EXPERT ON OC AND CORRUPTION PROSECUTION. Under this post the recruited person will be attributed functions as foreseen within the job description and ad-hoc tasks based on the needs of the EU4LEA 2 project. Upon recruitment the successful candidate will carry out a specific job function as PERMANENT EXPERT ON ORGANISED CRIME AND CORRUPTION PROSECUTION. Under this job function the successful candidate will report to and will work under the responsibility of the Italian Ministry of Interior. The successful candidate will be fluent in English and with strong technical skills in the given field. He/she will have excellent interpersonal skills and will be able to work effectively on an independent way as well as part of a team. Previous experience of working on EU-funded projects would be a strong asset.

For additional information such as required profile and relevant job description please check EU4LEA 2 website at: [www.eu4lea2.eu/](http://www.eu4lea2.eu/)



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## How to apply

If you are interested in applying for the aforementioned post, please send your application including your cover letter in English and detailed CV in English (preferably in Europass format and PDF) to [info@eu4lea2.eu](mailto:info@eu4lea2.eu). Please include your contact details (telephone number and email address) in your CV. The subject of the e-mail should be **PERMANENT EXPERT ON PROSECUTION OF OC AND CORRUPTION CASES Application**.

## The procedure

After the deadline for applications, the applications will be reviewed by a Selection Committee set up for this purpose. The Selection Committee will prepare a short-list of candidates who are considered the most suitable for the post based on a preliminary assessment of the information provided in their cover letter and CV. Evidence on education and professional experience will be required for the short-list candidates. Only shortlisted candidates will be contacted by e-mail/telephone. Applicants should be available online and in person interviews within February 2025 and no later than mid-March 2025. Once the recruitment procedure has been completed EU4LEA 2 will inform the short-listed candidates of the result of the procedure (if the candidate has or has not been recruited).

The deadline for the applications is **10<sup>th</sup> March 2025**.



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## European Union for Law Enforcement in Albania (2<sup>nd</sup> phase)

### EU4LEA 2

**Position: Permanent Expert on Prosecution of Organised Crime and Corruption cases.**

#### Background information:

Albania maintains a high political engagement toward the EU accession process. In the context of accession negotiations, Albania submitted the three roadmaps that will guide its reforms efforts, including the Rule of Law roadmap that extensively addresses subfields such as justice reform, the fight against corruption, fundamental rights, the fight against organized crime, migration, asylum and visas.

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Also, Albania has actively engaged in the implementation of the new Growth Plan for the Western Balkans across the four pillars of gradual integration with the EU single market, regional economic integration, fundamental reforms and increased financial support. The Reform Agenda covers several areas of reforms including fundamental rights and the rule of law.

Finally, for the first time, the European Commission's 2024 rule of law report covered Albania.

In this evolving context towards EU accession, the phase 2 of the European Union for Law Enforcement in Albania (EU4LEA 2) Project seeks to provide targeted support to Albania to promote full alignment under chapter 23 and 24. The expected impact of EU4LEA 2 is that Albanian capacities to fight organized crime and corruption are upgraded, in line with key provisions under the EU accession pathway. Support will be provided to Albanian institutions in their efforts against organized crime networks and high-level corruption.



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To this aim a team of 5 Permanent Experts (project coordination, organized crime investigation, organized crime and high-level corruption prosecution, financial investigation, evolutionary form of organized crime/forensics) will be deployed alongside mid-term and short-term expertise in relevant subjects.

Particularly, the **Permanent Expert on Prosecution of Organised Crime and Corruption cases** will play a crucial role in assisting the Prosecution Offices in enhancing their leadership and operational capabilities in leading complex investigations. Primary targeted institutions include the Special Prosecution Office (SPO), and the General Prosecution Office (GPO) both at central and local level. The Special Prosecution Office – established by law no. 95/2016 “On the organization and functioning of institutions for combating corruption and organised crime” - is competent for criminal offences of corruption and organized crime.

### **Purpose of the post:**

The deployment of an EU-national expert/prosecutor under the EU4LEA 2 project aims to reinforce Albania’s prosecution capacities to lead, manage and coordinate complex investigations against serious crime, money laundering, transnational organised crime and high-level corruption in full alignment with EU standards and practices. Technical assistance will also foster effective judicial cooperation with EU agencies and EU Member States. Overall, support intends to improve the Albanian track records in investigation of complex cases and seizure and confiscation of criminal assets.

The nature of the work implies that the EU-national expert/prosecutor will provide technical assistance on subjects that mainly fall under the competence of the Special Prosecution Office. However, he/she will actively foster cooperation and coordination between the General Prosecution Office (GPO) and the Special Prosecution Office (SPO). Additionally, he/she will facilitate collaboration among the Albanian prosecution authorities and EU investigative agencies (Eurojust, Europol, EPPO, OLAF) and EU Member States and international judicial authorities, to effectively investigate transnational and organized crime.

### **Job Description**

#### **Key Tasks and Responsibilities:**

The EU-national expert/prosecutor will provide high-qualified advisory and mentoring support to GPO and SPO, bringing valuable insights from EU institutions and Member States. The aim is to:

- Strengthen the SPO’s internal workflow, focusing on Standard Operating Procedures for:
  - o Effectively utilizing SPAK’s internal resources (e.g., NBI, Financial Investigation Section, Expertise Section) and external resources (e.g., Albanian State Police, AFIA).



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- Improving coordination among Special Prosecutors in performing the investigation activity in an efficient way.
- Streamlining case filing and management.
- Ensuring the consistent review of cold cases to identify new leads and leverage advances in forensic technology.
- Provide mentoring and advice on working methodologies for investigation and prosecution of complex cases, with a particular focus on structured efficient national inter-agency cooperation to ensure use of available competencies and technical skills.
- Advice on the alignment of the legal framework and reinforcement of the institutional framework to fight organized crime and high-level corruption, including at local level (i.e. District Prosecution Offices)
- Advice and mentor on consistent practices on:
  - Proactive parallel financial investigations when dealing with serious criminal cases,
  - Timely freezing, seizure and confiscation of criminal assets.
- Enhance coordination and collaboration between the SPO and GPO, developing clear guidelines outlining the criteria for case jurisdiction between the SPO and GPO in order to ensure that cases are promptly identified and transferred as needed.
- Support the enhancing of international judicial cooperation with relevant EU agencies (i.e. EUROJUST, EUROPOL, EPPO and OLAF) and – whenever relevant - EU Member States and international judicial authorities, focusing on sensitive areas of international judicial cooperation, including rogatory letters, extradition procedures, and joint investigation teams.
- Fostering collaboration with other national institutions in the justice, law enforcement, and anti-corruption sectors, including the Ministry of Justice, the Ministry of Interior, the Albanian State Police, the Minister of State for Public Administration and Anti-Corruption, the High Prosecutorial Council, the High Judicial Council, and the School of Magistrates, among others.
- At the request of Albanian judicial authorities, advice and mentor general jurisdiction and special prosecutors on specific cases.
- Coordinate assistance with the resident prosecutor under the EU4FAST project in order to ensure consistency in EU training and mentoring methodologies.
- Promote complementarity with similar technical assistance provided by any other entity and/or like-minded donors.
- Perform any other duties in the area of competence, which might be relevant to the achievement of the project's objectives.



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Provide regular reports on the activities conducted and the results achieved, in accordance with the project's internal procedures.

## Requirements - Eligibility criteria

### Candidate must:

- be an EU citizen
- be a member of the judicial authority of EU member state or EU agency.
- be physically fit to perform the duties pertaining to the post.
- have a level of education which corresponds to completed university studies.

## Requirements – Selection criteria

### a. Professional experience:

#### Essential:

- Minimum 12 years of experience as a prosecutor in an EU Member State.
- Minimum 8 years of experience in investigating and prosecuting serious crimes and organized crimes, through the use of key instruments of judicial cooperation in the area of mutual legal assistance in both EU Member States and non-EU countries.
- Minimum 6 years of experience as an expert performing activities in implementing technical assistance projects in the rule of law area.

#### Desirable:

- Experience working in capacity-building projects or in an advisory role.
- Experience in working on projects involving EU institutions.
- Working experience in supporting or cooperating with the Albanian judicial authorities is an asset.

### b. Professional knowledge:

#### Essential:

- Knowledge of the Justice and Home Affairs area and EU institutional processes.



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- Proven knowledge of the relevant EU acquis and standards and Member States' best practices.

Understanding of the EU accession process, particularly on the commitments and requirements, namely under Growth Plan/Reform Agenda/Rule of Law Roadmap.

#### **Desirable:**

- Knowledge of the EU policy and legal framework of Eurojust and Europol.
- Knowledge of the Albanian legal system, including the relevant primary and secondary legislation.
- Knowledge of multilateral and bilateral agreements on judicial cooperation signed by Albania.

#### **c. General competencies**

##### **Essential:**

- Very good communication skills in English, both orally and in writing.
- Ability to draft clear and concise documents on complex matters for various audiences.
- High degree of commitment and flexibility.
- Good organisational skills.
- Very good interpersonal skills, with the ability to work well, both independently and in a team.
- Ability to remain effective under a heavy workload and demonstrate resistance to stress.
- Ability to work effectively in an international and multi-cultural environment.
- Competent user of Microsoft Office applications (MS Word, Excel, PowerPoint and Outlook) and the internet.



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