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European Union for Law Enforcement in Albania (2nd phase)

EU4LEA 2

RECRUITMENT OF NATIONAL LEGAL EXPERT 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.



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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.

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.

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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.

To this aim EU4LEA 2 intends to hire a **NATIONAL LEGAL EXPERT** to provide legal guidance on the interpretation of domestic legislation, conducting in-depth research and analysis of national laws, bylaws, and institutional policies. He/She will work closely with the Action management team, project experts (PEs), beneficiaries, and other stakeholders to support the legal aspects of the Action. Their responsibilities include ensuring compliance with Albanian national law. Additionally, they oversee the quality and consistency of legal deliverables, contributing to the project's objectives in areas such as rule of law, governance, and criminal justice.

We offer

We offer the post of NATIONAL LEGAL EXPERT. 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 NATIONAL LEGAL EXPERT. Under this job function the successful candidate will report to and will work under the responsibility of the Project Coordinator, or any other person assigned by the latter. 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.



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The position is offered under a service contract, which includes a three-month probationary period.

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

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. Please include your contact details (telephone number and email address) in your CV. The subject of the e-mail should be **NATIONAL LEGAL EXPERT 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 April 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 **19th April 2025**.



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Position: National Legal Expert

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Purpose of the post:

The **National Legal Expert** will be responsible for providing legal guidance and expertise in the interpretation and application of **Albanian domestic legislation**, including relevant bylaws and institutional policies. The expert will conduct **in-depth legal research and analysis**, supporting the Action's alignment with national legal frameworks. He/She will work in close coordination with the **Action management team, Permanent Experts, beneficiaries, and other stakeholders**, contributing to the legal soundness of all project activities and ensuring **full compliance with Albanian law**.

Job Description

The National Legal Expert will:

- Facilitate the delivery of legal advice and mentoring by international experts to relevant institutions, including the Albanian State Police (ASP), Ministry of Interior (Mol), SPAK, and the General Prosecutor's Office.
- Support international experts by providing contextual information and insights related to the Albanian justice sector.
- Contribute to the development and implementation of project work plan components, ensuring the quality and legal accuracy of outputs.
- Conduct in-depth legal research in both Albanian and international criminal law, identifying relevant European standards and best practices.



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- Draft detailed analytical reports on Albanian legal regulations and their relevance to the project.
- Coordinate with national and international stakeholders, including government bodies and legal institutions, to monitor legal developments and ensure project compliance with upcoming legislation.
- Represent the project in meetings with domestic and international partners, ensuring proper communication and alignment of project activities.
- Provide legal support in organizing and implementing study visits, training programs, workshops, and public awareness activities.
- Perform other legal tasks as assigned by the Permanent Experts, in coordination with the International Project Coordinator.

Requirements - Eligibility criteria

Candidate must:

- Be an **Albanian citizen**;
- Hold a **university degree in Law**;
- Be **physically fit** to perform the duties associated with the post.

Requirements - Selection criteria

a. Professional experience and knowledge:

- Minimum of **five (5) years of directly relevant professional experience**.
- Proven **legal expertise** with **excellent command of the Albanian legal language**, deep understanding of the **national legal system**, and the functioning of **governmental institutions**.
- Demonstrated **thorough knowledge of the Albanian criminal justice legal framework**, complemented by a good understanding of **European and international instruments and standards** in the area of **Justice and Home Affairs (JHA)**.
- Proven ability to handle and respect **confidential classifications**, including **sensitive governmental and commercial information**, encountered during the execution of duties.



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- **Previous experience in EU-funded projects**, particularly under **indirect management**, is considered an asset.

b. General competencies:

- **Excellent oral and written communication skills** in both **English and Albanian**.
- Proficiency in **additional languages** (especially Italian, French, or German) is considered an asset.
- Proven **working experience in criminal law**, preferably with **prosecution services and/or law enforcement agencies/governmental institutions** is a strong asset.
- Outstanding **legal analytical skills**, including the ability to perform in-depth legal research and apply legal principles to practical situations.
- Solid experience in **international cooperation**, with strong coordination capacity between **Albanian institutions and EU partners**.
- Proven **reporting and analytical abilities**, with a clear, results-oriented approach.
- Ability to effectively **communicate legal solutions** across different legal frameworks and provide **advisory support** to final beneficiaries on operational matters.
- Familiarity with **institutional building and justice reform projects** is highly desirable.
- Personal attributes: **flexibility**, sound judgment, ability to work independently and as part of a team, **effective communication at all levels**, ability to work under pressure while respecting deadlines, **irreproachable conduct**, and ability to handle sensitive information with **discretion and confidentiality**.
- Sound knowledge of the **Microsoft Office suite**, and competent use of general office equipment.
- **Any other relevant skills or experience** will be duly considered.



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