

**ISFP-2019-AG-THBX-101022025- WESTEROS 2**

“Further enhancing the fight against trafficking in human beings by focusing on prevention, cooperation and recovery of crime proceeds”



**APROB,**

**Ordonator principal de credite**

**Call for four EU training expert positions  
specialized in combating trafficking in human beings (THB)**

The Romanian Prosecutor’s Office attached to the High Court of Cassation and Justice intends to contract **four EU training experts specialized in combating trafficking in human beings (THB) and judicial and police international cooperation** within the project ISFP-2019-AG-THBX-101022025 WESTEROS 2 “Further enhancing the fight against trafficking in human beings by focusing on prevention, cooperation and recovery of crime proceeds”, co-funded by the European Union.

**Deadline for submitting the applications: 26 January 2022 (EOB)**

For any queries, please contact Ms. Alina Pinte, project manager:  
[pinte\\_alina@mpublic.ro](mailto:pinte_alina@mpublic.ro).

The applications should be sent by e-mail to the addresses [pinte\\_alina@mpublic.ro](mailto:pinte_alina@mpublic.ro) or [tortolea\\_alexandra@mpublic.ro](mailto:tortolea_alexandra@mpublic.ro) no later than 26 January 2022 (end of business) with the following subject line (preferably): WESTEROS 2 – training experts.

Document attached: **Terms of reference**



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## ISFP-2019-AG-THBX-101022025- WESTEROS 2

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### TERMS OF REFERENCE

#### Call for four EU training experts specialised in combating trafficking in human beings (THB) for six specialised training sessions (two trainers for each session)

The Prosecutor’s Office attached to the High Court of Cassation and Justice, acting as Coordinator of the EU-funded project ISFP-2019-AG-THBX-101022025-WESTEROS 2 “Further enhancing the fight against trafficking in human beings by focusing on prevention, cooperation and recovery of crime proceeds”, intends to contract four EU experts specialized in combating trafficking in human beings (THB) and judicial and police international cooperation.

The selected experts will take part as **trainers** in four project-based separate training activities that aim to provide law enforcement professionals with specialised skills and tools for all the stages of a THB criminal case, as follows:

- **training sessions 3 and 4<sup>\*1</sup>** (3 days each) will focus on the **management of complex THB cases** (co-ordination, investigation strategy, setting up the investigation team, risk management, lessons learned, HUMINT for THB cases); to be held for 3 working days during weeks **7-11 March 2022 (session 3)** and **21-25 March 2022 (session 4)** in Bucharest, Romania for 24 THB practitioners (prosecutors, police, judges, investigators, specialists etc.) from Romania, Belgium, Poland, other EU MS;
- **training sessions 5 and 6** (3 days each) will focus on the **limits of investigation/prosecution in THB cases** (technical, investigative, cooperation etc.), evidence management in JITs, techniques for obtaining evidence and methods of transfer of evidence between EU MS; each session to be held for 3 working days during weeks **14-17 June 2022 (session 5)** and **27 June- 1 July 2022 (session 6)** in Constanta, Romania for 24 THB practitioners (prosecutors, police, judges,

<sup>1</sup> Sessions 1 and 2, as they are listed in the Annexes of the Grant Agreement, already took place in October 2021 and the experts for those sessions were contracted through another Call for experts



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investigators, specialists etc.) from Romania, Belgium, Poland, other EU MS.

### Project Coordinator

Prosecutor's Office attached to the High Court of Cassation and Justice in Romania, 12 Libertății Blvd., District 5, Bucharest, Romania

Internal direct beneficiary: [Directorate for Investigating Organized Crime and Terrorism](#) (DIICOT)

### Project partners

1. Police Federale Belge, Belgium
2. National School of Judiciary and Public Prosecution, Poland (KSSIP PL)
3. Romanian National Agency for the Management of Seized Assets (ANABI)
4. Romanian National Agency against Trafficking in Persons (ANITP)

### Number and title of the position

Four training experts from EU Member States in the field of combating trafficking of human beings and judicial and police international cooperation, with a special focus on:

- **management of complex THB cases** (co-ordination, investigation strategy, setting up the investigation team, HUMINT for THB cases, risk management, lessons learned);
- **limits of investigation/prosecution in THB cases** (technical, investigative, cooperation etc.), evidence management in JITs, techniques for obtaining evidence and methods of transfer of evidence between EU MS;

### Locations and venues:

Bucharest (Romania) and Constanța (Romania) – venues to be confirmed.

### Working language:

English

### Project description/ Context

The WESTEROS 2 project intends to facilitate and enhance the exchange of knowledge at strategic, operational and policy level among partners following the most recent trends in tackling trafficking in human beings (THB).



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Project partners and other involved EU MS law enforcement professionals will benefit from advanced knowledge on how to effectively: improve the management of complex cases (co-ordination, investigation strategy, setting up of the investigation team, etc.), tackle the limits of investigation/ prosecution in THB, improve the hearing techniques in cases of THB victims for prosecutors, judges and police officers; improve the awareness of targeted groups regarding the exploitation in THB cases through an awareness prevention campaign; identify the illegal financial networks generated by THB and seize/recover the proceeds of crime; use special investigation techniques available at national and European level in order to organise operations by means of THB guidelines developed.

### Purpose of the service contracts

#### **General objective:**

Project Objective 1: To improve the preparedness of law enforcement agencies (LEAs) to investigate and trial THB cases – 144 practitioners from 3 EU MS (RO, BE, PL) will benefit from 6 specialized trainings in THB related matters.

#### **Specific objectives:**

**1. Improve skills related to management of complex THB cases**, improve capacity for setting up joint investigations through training sessions regarding the management of complex cases – co-ordination, investigation strategy, setting up of the investigation team, HUMINT for THB cases, risk management, lessons learned (training sessions 3 & 4 in Bucharest, Romania, for prosecutors, police, judges, investigators, specialists etc., 24 participants/ session).

*Indicators:*

- 48 practitioners from 3 EU MS learned how to manage THB complex cases
- Over 70% of attendees' feedback questionnaires have returned positive reviews

**2. Improve skills related to the limits of investigation/prosecution of THB cases** (technical, investigative, cooperation etc.), evidence management in JITs, techniques for obtaining evidence and methods of transfer of evidence between EU MS (training sessions 5 & 6 in Constanța, Romania, for prosecutors, police, judges, investigators, specialists etc., 24 participants/ session). *Indicators: as above*



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### Specific tasks performed by the expert

1. Design and prepare training materials e.g. presentations, case studies, practical examples
2. Contribute to the training agenda
3. Liaise with the project team and other experts on the training team
4. Facilitate the training session and encourage networking among participants
5. Prepare and submit a short report with best practices based on training content at the end of each training session.

### Timeframe for the contracts

March 2022- August 2022

Duration: 1 day of preparation + 3 days/training session x 4 sessions x 2 experts

### Contract budget

1. **Expert Fees (taxes included):** 3 days/session + 1-day preparation = 4 fees/ expert x 350 euros/day including taxes = **1400 euro/expert/session** x 2 experts x 4 sessions = 11.200 euro in total
2. **Additional expenses included:**
  - Travel costs: **max. 300 euro/expert** x 2 experts x 4 sessions = 2400 euro in total.
  - Daily subsistence allowance<sup>2</sup>: **(max.) 3 overnights/training session x 200 euro = 600 euro/expert** x 2 experts x 4 training sessions in Romania = 4800 euro in total. DSA is payable only for experts living in a different town/city at more than 50 km than the indicated training location.

### Profile and qualifications

#### 1. General requirements

- Should be an EU citizen, working for a public or private entity (national, regional or international) handling the THB domain, judicial and police international cooperation, as prosecutor, judge, police. Please see **Note#2**.
- A minimum of 7 years of professional experience as a prosecutor/ judge/

<sup>2</sup> The daily subsistence allowance (DSA) is paid as a flat-rate amount based on expert's travel dates, and covers hotel, breakfast and dinner (lunch is included in the event pack), and any other personal daily expenses, including local transport in the city where training is held.



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police/ academic/ trainer, and should have a good reputation in the profession

- Excellent presentation skills in English – B2/C1 level
- Bachelor degree in law, political sciences, or social sciences/ psychology in case of applicants for expert positions for training sessions 5& 6
- Master degree or Ph.D. in relevant areas as above is considered an advantage
- Project experience is considered an advantage.

### 2. Specific requirements

- A minimum of 1 year of experience as a trainer/ expert/ lecturer/ key-note or guest speaker/ rapporteur in working groups in national/ international context or a minimum of 5 participations as speaker/trainer in relevant national/ international events
- A minimum of 5 years of experience in combating THB
- A minimum of 3 years of experience in judicial/ police international cooperation
- Sound knowledge of EU standards in the project subject matter and a portfolio with at least 5 relevant presentations/ papers/ studies/ articles.

Selection criteria (100 points)	Points awarded
Minimum 7 years of overall professional experience as prosecutor/ judge/ police/ or prosecutor, judge, police working as an academic, as well as a good reputation in the profession <i>For 7 years of professional experience 15 points will be awarded, and each additional year will receive 1 point, up to 20 points</i>	20 points
Minimum of 1 year of specific experience as a trainer/ expert/ lecturer /key-note or guest speaker/ rapporteur in working groups, facilitator in national/ international context or a minimum of 5 participations as speaker/ trainer in relevant national/ int'l events <i>For 1 year of experience 15 points will be awarded, and each additional year will receive 1 point, up to 20 points or for 5 participations as speaker/ trainer in events</i>	20 points



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15 points will be awarded, and each additional participation will receive 1 point, up to 20 points	
Minimum of 5 years professional experience in the THB field <i>For 5 years of experience 15 points will be awarded, and each additional year will receive 1 point, up to 20 points</i>	20 points
Minimum of 3 years of professional experience in judicial/ police international cooperation <i>For 3 years of experience 10 points will be awarded, and each additional year will receive 1 point, up to 15 points</i>	15 points
Sound knowledge of EU standards in THB matters and a portfolio with at least 5 relevant presentations/ papers/ studies/ articles that are submitted together with the Cover letter and CV <i>For 5 relevant papers 10 points will be awarded, and each additional paper/article will receive 1 point, up to 15 points</i>	15 points
Fluency in English - B2/C1 level	10 points

**Note#1:** In order to be considered for selection, a candidate must be awarded **minimum 65 points**. After the evaluation of all applications, the evaluation committee will rank the applicants in descending order according to the total score obtained, with the applicant receiving the most points being ranked first.

### Requested documents

In order to prove compliance with the above-mentioned requirements, the candidates should submit the following **documents** (attachments no larger than 10 MB) to the e-mail address indicated below:

1. **Cover letter** outlining relevant expertise and experience, intended topics for the training sessions he/she applies for, as well as **confirmation of availability** for the indicated training schedule; the cover letter should be accompanied by portfolio of relevant personal work
2. **Curriculum vitae**, preferably *Europass format*, proving compliance with general and specific requirements
3. **Copy of the passport/ identity card**

Other documents may be requested during the selection procedure by the selection committee: copies of the relevant university diploma(s), references,



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letters of recommendations from previous work places/ projects, copies of document(s) proving the professional experience

**Note #2:** According to the rules governing the grant agreement, a subcontracted expert cannot be currently employed by the Romanian Public Ministry – Prosecutor’s Office attached to the High Court of Cassation and Justice or by any of the project partners: Police Federale Belge in Belgium, National School of Judiciary and Public Prosecution in Poland (KSSIP PL), Romanian National Agency for the Management of Seized Assets (ANABI), and Romanian National Agency against Trafficking in Persons (ANITP).

Also, the subcontracted expert cannot be employed by any EU institution, EU agency or EU body.

**For any queries,** please contact Ms. Alina PINTEA, project manager: [pintea\\_alina@mpublic.ro](mailto:pintea_alina@mpublic.ro).

**The applications should be sent by email** to the addresses [pintea\\_alina@mpublic.ro](mailto:pintea_alina@mpublic.ro) and [tortolea\\_alexandra@mpublic.ro](mailto:tortolea_alexandra@mpublic.ro) no later than **26 January 2022 (EOB)** with the recommended following subject line: **WESTEROS 2 – training experts.**



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