



Uganda Bench Book Consultant Terms of Reference

Background:

The International Association of Women Judges (IAWJ), in partnership with the National Association of Women Judges Uganda (NAWJU), is implementing a grant program entitled “*Women Judges Leading Efforts to Improve Justice Sector Effectiveness in Combating Labor Trafficking.*” The project includes judicial training, development of a bench book, creation of indicator cards, and regional dialogues.

Period of Performance: March – September 2021

Funding: Global Fund to End Modern Slavery (GFEMS) under a Cooperative Agreement with the United States Department of State Office to Monitor and Combat Trafficking in Persons (J/TIP)

Function of the Position:

The consultant will have primary responsibility for drafting a bench book for judges to complement the judicial training efforts of IAWJ and NAWJU. This bench book could include country specific procedures, examples of domestic and regional labor trafficking cases, good judicial practices for managing labor trafficking cases, and victim-centered approaches, information, and resources. A small technical committee (TC), comprised of four Ugandan judges, will guide the development of the bench book.

Consultation Deliverables:

1. Conduct desk research on existing counter-tip bench books OR bench books on victim centered approaches;
2. Lead monthly meetings with the Uganda technical committee members and the IAWJ team;
3. Submit a preliminary outline of bench book to share with TC and IAWJ team;
4. Submit a draft of bench book to share with TC and IAWJ team;
5. Submit final version of bench book for publication incorporating feedback from TC and the IAWJ team.

Minimum qualifications:

- At least 5 years' experience as a lawyer, magistrate or other law-related professional in Uganda;
- Strong communication and organizational skills
- Demonstrated ability to produce high-quality legal writing.
- Ability to work independently and meet deadlines;
- Ability to work collaboratively with the technical committee members.

Desirable qualifications:

Experience and expertise in some or all of the following:

- 1) The legal framework for trafficking cases, including the relevant domestic law (“The Prevention of Trafficking in Persons Act, 2009”), regional law, international law (the Palermo Protocol);
- 2) Local court procedures and practices for handling TIP cases;
- 3) “Victim-centered” approaches and procedures – creating courtroom environments in which victims feel comfortable testifying, understanding the impact of trauma on witness testimony, etc.
- 4) Prior experience in drafting bench books is highly desirable.
- 5) Profession experience that would give you insight into the identification of trafficking victims.

Other Information:

This is a remote fixe-price contract position. The individual hired for this position will report to the IAWJ Senior Program Officer, who is located outside of Uganda.

Interested candidates should submit a cover letter, resume, and a two-page writing sample in English to jcharles-voltaire@iawj.org by March 15th, 2021. The IAWJ will do an initial review of applications when we hit 25 applications and will cut off review after we receive 50 applications so interested individuals are encouraged to submit their resume as soon as possible for consideration. It is anticipated that the individual would start o/a March 20th, 2021.

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity or national origin.