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In an effort to promote organizational excellence, UNOPS seeks highly qualified individuals for the following position:

Vacancy Details

Vacancy code: VA/2019/B5109/18587
Post Title: Legal Specialist (Specialist on Civil Liability) (retainer position)
Post Level: LICA Specialist-10
Org Unit: ECR, RSPO, Serbia
Duty Station (DS): Skopje, North Macedonia
Duration: Up to 30 working days in period of five months
Closing Date: 17 November 2019

1. Background Information

Background Information- UNOPS

UNOPS is an operational arm of the United Nations, supporting the successful implementation of its partners' peacebuilding, humanitarian and development projects around the world. Our mission is to help people build better lives and countries achieve sustainable development.

UNOPS areas of expertise cover infrastructure, procurement, project management, financial management and human resources.

In Serbia, UNOPS has been active since 2000, became the Project Centre (RSPC) in 2012, and was reclassified, due a growing portfolio, to Operations Centre (RSOC) at the beginning of 2017. Since 2017, RSOC operations have expanded to North Macedonia, Georgia and Montenegro.

UNOPS has been a reliable partner primarily of the Government of Serbia, and later of the Governments of North Macedonia, Georgia and Montenegro, in providing support for demanding socio-economic reforms and facilitating accession to the European Union.

Currently, the RSOC is implementing 13 projects focussed on sustainable socio-economic development, creation of a more favourable environment for employability, business and infrastructure growth, increased security, improved education, enhanced social inclusion either via enabling durable housing solutions or providing access to health, education and jobs for the most vulnerable population. All projects have good governance and gender equality as transversal themes. UNOPS projects are contextualised within the broader Sustainable Development Goals framework and objectives.

Nordic Support for Progress of North Macedonia

The Government of Norway has decided to fund a sub-regional programme "Nordic Support for Progress in North Macedonia" to be implemented by the United Nations Office for Project Services (UNOPS). The project consists of a socio-economic development support to the more undeveloped parts of the country and also envisages support to the Macedonian authorities responsible for leading the renewed efforts on the EU accession process.

The Government of Norway has allocated funding for the implementation of the Project in Macedonia during 24 months.

The Overall Objective is to contribute to a more balanced socio-economic development and contribute to the implementation of the Stabilization and Association Agreement and EU accession negotiations priorities. Specifically, the programme has objectives at the local and national levels i.e. locally, to increase employment opportunities, support social cohesion as well as to enhance local infrastructure in the less developed areas with a focus given to the inclusion of youth, women and vulnerable groups in the labour market. Nationally, the programme aims at supporting the government to improve its capacity for EU integration and government reform agenda in the accession process

All Project activities will be undertaken in partnership and cooperation with national and local institutions, with the aim of allowing them to adopt/adapt the legal requirements and, where relevant, EU accession criteria. This will ensure national ownership and support the development of national capacities.



Background Information - in relation to assignment

The purpose of Result 3 “Supporting the government reform agenda in the accession process” is to provide support to relevant national institutions in charge of alignment of national legal acts with the EU acquis and to contribute to further building of capacities of the central coordination structures and relevant national structures for successful carrying out of the screening process (explanatory and bilateral screening). The overall process is coordinated by the Secretariat for European Affairs (SEA), as main coordination body in the accession negotiation process.

The National Programme for Adoption of the Acquis (NPAA), as key strategic and planning document in the accession negotiation process is planned, monitored and updated on regular basis. The NPAA is prepared and monitored by established 33 working groups, for each chapter of the acquis.

The NPAA comprises a comprehensive analysis of the EU Acquis, listing the short- and medium-term priorities in the planning reforms, policies and strategies, plan and schedule for harmonization of national legislation with the Acquis, administrative structures for implementation of legislation in terms of capacity building, establishment new/or restructuring the existing, human resource development and training needs, as well as financial resources. The NPAA is revised every year, taking into account the European Commission Progress Reports and possible updates of the EU acquis.

Ministry of Justice is responsible for the Reform of the judicial sector and is leading the approximation process for the Chapter 23 - Judiciary and fundamental rights. The improvement of the judicial system and its functioning is a key prerequisite for Euro-Atlantic integration, democratic development, embedding rule of law and good-governance principles and the development of North Macedonia as a multicultural society of citizens with equal rights and freedoms. Independent and impartial judiciary and institutions able to deliver effective, quality and equitable justice is a central postulate of rule of law and the humane and sustainable development of the Macedonian society.

In November 2017, the Government of North Macedonia adopted “Strategy for Reform of the judicial sector for the period 2017-2022 with an Action Plan (AP)”. Measure 5.4.1-6 Revision of the civil liability system for insult and defamation, from the AP, is one of the key measures in the civil area. The measure foresees improvement of the Law Civil Liability for Defamation and Insult provisions on the basis of international standards and referral to European Court of Human Rights case law. The activity is envisaged in the National Programme for Adoption of the Acquis (NPAA) (revision 2019 - 2021) in the political criteria section and is linked with Chapter 23 - Judiciary and fundamental rights. The Law is planned to be adopted by the Government in the first quarter of 2020.

2. Functional Responsibilities

Under the direct supervision of the Project Manager, the Specialist on Civil Liability will provide legal and technical expertise to the Ministry of Justice, and will conduct research, review and provide recommendations for improvement of the Law on Civil Liability for Defamation and Insult.

All relevant documents for this assignment will be provided by the project in cooperation with the Secretariat for European Affairs (SEA) and Ministry of Justice (MoJ). Ministry of Justice will: serve as focal point, designate contact person/coordinator to facilitate the work of selected specialist, and will establish working group for the Law for Civil Liability for Defamation and Insult.

More specifically, the Specialist will undertake the following activities/responsibilities:

- Analyse the relevant documentation (Law for Civil Liability for Defamation and Insult; Reports from Peer review missions; EU Report on “Urgent Reform Priorities”, European Court of Human rights case-law relating to Article 10 of the European Convention on Human Rights) and provide recommendations for law amendment based on good practices and application of European Court of Human Rights and other international standards;
- Propose draft provisions for amendment of the Law Civil Liability for Defamation and Insult;
- Take part in the working group for the Law for Civil Liability for Defamation and Insult established by Minister of Justice;
- Participate in workshops and public hearings organized by MoJ on the text of the Law for Civil Liability



for Defamation and Insult;

- Provide further recommendations for amendment of other national legislation linked with the amendments of the Law for Civil Liability for Defamation and Insult (if needed).

3. Required Selection Criteria

a. Education

- Advanced University Degree in Law is required. University Degree (Bachelor's degree/first level) with a combination of two additional years of relevant professional experience may be accepted in lieu of the advanced university degree.

b. Work Experience

- Five years with master's degree or seven years with bachelor's degree, working experience in the civil areas of law and/or civil liability is required;
- Knowledge of Macedonian legal drafting rules is required;
- Experience and/or knowledge of the national legislation for media will be an asset.
- Knowledge of government and administrative structures in North Macedonia for implementation of the acquis, EU integration processes and key strategic documents related to the EU integration would be an asset;

c. Language Requirements

- Fluency in Macedonian and English (speaking, reading and writing) is required

d. Core Competencies



Develops and implements sustainable business strategies, thinks long term and externally in order to positively shape the organization. Anticipates and perceives the impact and implications of future decisions and activities on other parts of the organization. **(for levels IICA-2, IICA-3, LICA Specialist- 10, LICA Specialist-11, NOC, NOD, P3, P4 and above)**



Treats all individuals with respect; responds sensitively to differences and encourages others to do the same. Upholds organizational and ethical norms. Maintains high standards of trustworthiness. Role model for diversity and inclusion.



Acts as a positive role model contributing to the team spirit. Collaborates and supports the development of others. **For people managers only:** Acts as positive leadership role model, motivates, directs and inspires others to succeed, utilizing appropriate leadership styles.



Demonstrates understanding of the impact of own role on all partners and always puts the end beneficiary first. Builds and maintains strong external relationships and is a competent partner for others (if relevant to the role).



Efficiently establishes an appropriate course of action for self and/or others to accomplish a goal. Actions lead to total task accomplishment through concern for quality in all areas. Sees opportunities and takes the initiative to act on them. Understands that responsible use of resources maximizes our impact on our beneficiaries.



Open to change and flexible in a fast paced environment. Effectively adapts own approach to suit changing circumstances or requirements. Reflects on experiences and modifies own behaviour. Performance is consistent, even under pressure. Always pursues continuous improvements.



Evaluates data and courses of action to reach logical, pragmatic decisions. Takes an unbiased, rational approach with calculated risks. Applies innovation and creativity to problem-solving.



Expresses ideas or facts in a clear, concise and open manner. Communication indicates a consideration for the feelings and needs of others. Actively listens and proactively shares knowledge. Handles conflict effectively, by overcoming differences of opinion and finding common ground.

Submission of Applications

Qualified candidates may submit their application, including a Curriculum Vitae and Cover Letter to UNOPS via UNOPS Jobs at following link:

<https://jobs.unops.org/Pages/ViewVacancy/VADetails.aspx?id=18587>

Kindly note that this is a local position open to nationals of the North Macedonia and to individuals who have a valid residence/work permit.

Additional Considerations

- Please note that the closing date is midnight Copenhagen time
- Applications received after the closing date will not be considered.
- Only those candidates that are short-listed for interviews will be notified.
- **Qualified female candidates are strongly encouraged to apply.**
- UNOPS seeks to reasonably accommodate candidates with special needs, upon request.
- Work life harmonization - UNOPS values its people and recognizes the importance of balancing professional and personal demands. We have a progressive policy on work-life harmonization and offer several flexible working options. This policy applies to UNOPS personnel on all contract types
- For staff positions only, UNOPS reserves the right to appoint a candidate at a lower level than the advertised level of the post
- The incumbent is responsible to abide by security policies, administrative instructions, plans and procedures of the UN Security Management System and that of UNOPS.

It is the policy of UNOPS to conduct background checks on all potential recruits/interns. Recruitment/internship in UNOPS is contingent on the results of such checks.

For more information on UNOPS, please visit the UNOPS website at www.unops.org