

## REQUEST FOR APPLICATIONS

### LEGAL ASSESSMENT EXPERT CONSULTANCY

<b>Role</b>	Legal Assessment Expert		
<b>Reports to</b>	Senior Manager, Jordan	<b>Direct reports</b>	None
<b>Budgetary responsibility</b>	None	<b>Resource responsibility</b>	None
<b>Safeguarding</b>	Support manager and wider team with safeguarding of staff across all global offices	<b>Key relationships</b>	ISD Jordan Team
<b>Fees</b>	€6,000 gross budget for a period not exceeding 15 days over 4 months	<b>Location</b>	Jordan/Remote
<b>Consultancy duration</b>	4 months (September to December 2024)	<b>Contract start date</b>	September 2024
<b>Deadline for submission of applications</b>	25 <sup>th</sup> August 2024	<b>Language requirement</b>	Excellent English proficiency and native-level proficiency in Arabic

#### About ISD

The Institute for Strategic Dialogue (ISD) is a global think and do tank dedicated to safeguarding democracy and human rights, and delivering solutions to weaponized hate, polarization, disinformation and extremism around the world. Combining research and analysis with government advisory work and the design and delivery of international training, education and communications programs, ISD works to implement real-world, evidence-based responses to these challenges. ISD has teams in London, Amman, Berlin, Paris and Washington DC.

ISD is at the forefront of analyzing and delivering solutions to these hybridized threats. For over 17 years, our global team of researchers, analysts, policy experts, frontline practitioners, technologists and activists have kept ISD's work ahead of the curve on the fast-evolving spectrum of digital threats to democracy. We have innovated and scaled sector leading policy and operational programs – on and offline - to push back the forces threatening human rights and cohesion around the world today.

We partner with governments, cities, businesses and communities to turn cutting-edge data and insight into action; trialing and delivering evidence-based solutions across society; and empowering those that can impact positive change at scale. Our research also shapes and informs our education and civic action programs as well as the training and policy support, we provide to central and local governments, frontline practitioners, companies and international organizations.

#### Role Purpose

To support the delivery of the project described above, the Institute for Strategic Dialogue Jordan (ISD Jordan) will contract a consultant to conduct a thorough assessment of Jordan's legal framework regarding online hate speech and electronic crimes and to develop recommendations for enhancing the effectiveness, comprehensiveness, and enforcement of these laws.

**1. Legal Framework Assessment:**

- Review existing legislation, regulations, and policies related to online hate speech and electronic crimes in Jordan.
- Analyze the effectiveness of current laws in addressing and mitigating online hate speech and electronic crimes.
- Identify gaps, ambiguities, and inconsistencies in the existing legal framework.
- Compare Jordan's legal framework with international standards and best practices.

**2. Stakeholder Engagement:**

- Conduct interviews and consultations with key stakeholders, including government officials, legal experts, law enforcement agencies, civil society organizations, and victims of online hate speech and electronic crimes.
- Collect insights and feedback on the strengths and weaknesses of the current legal framework.

**3. Data Collection and Analysis:**

- Gather and analyze data on the prevalence and nature of online hate speech and electronic crimes in Jordan.
- Review case studies and legal precedents to understand the practical application of existing laws.

**4. Recommendations:**

- Develop comprehensive recommendations for improving the legal framework to better address online hate speech and electronic crimes.
- Propose specific legislative amendments, new policies, and implementation strategies.
- Provide a roadmap for the adoption and enforcement of the recommended legal changes.

**5. Reporting:**

- Prepare and submit a detailed assessment report, including findings, analysis, and recommendations.
- Present the report to relevant stakeholders and participate in discussions to facilitate the implementation of the recommendations.

Working in close cooperation with the Project Team and the ISD, the successful consultant will produce, in priority order, the following key deliverables over a 4-month timeframe from September to December 2024, totalling 15 days.

**Deliverables**

As mentioned above, the key deliverables the consultant should produce during the assignment timeframe are given below:

- Inception report with a detailed work plan and methodology (within the first month).
- Interim report summarizing preliminary findings and work progress (at the mid-point of the assignment).
- Final assessment report with comprehensive analysis and recommendations (at the end of the assignment).
- One day workshop to present findings and recommendations to key stakeholders.

## PERSON SPECIFICATION

### Expectations

We expect all staff, consultants and volunteers to:

- Commit to ISD's vision, mission and [Guiding Principles](#)
- Foster diversity, inclusivity and equality of opportunity at ISD
- Demonstrate respect for others and safeguard those who are vulnerable
- Carry out their duties in accordance with ISD's policies and procedures
- Adhere to risk management and security instructions at all times

### Our commitment to Equality, Diversity and Inclusion

We endeavor to recruit a range of candidates into ISD, to strengthen our team and contribute to our inclusive organizational culture. We particularly welcome applications from candidates currently underrepresented across ISD. We try to make our recruitment as accessible as possible, but please let us know if you have any access requirements that you would like us to be aware of during this process.

### Competencies

These reflect ISD's [Guiding Principles](#) which we expect all members of the team to embody, regardless of seniority and role. How these competencies are assessed is outlined in ISD's Performance Review Process.

Guiding Principles	Competencies
Integrity	<ul style="list-style-type: none"> <li>• Personal integrity</li> <li>• Focus on quality</li> </ul>
Collaboration	<ul style="list-style-type: none"> <li>• Respect for others</li> <li>• Commitment to the team</li> </ul>
Agility	<ul style="list-style-type: none"> <li>• Efficiency and effectiveness</li> <li>• Problem Solving</li> </ul>
Courage	<ul style="list-style-type: none"> <li>• Strategic thinking</li> <li>• Growth Mindset</li> </ul>

### Specific Requirements

These are a priority for this specific role, and form part of our assessment during recruitment, probation and ongoing performance management. They are also a framework for focusing continuing professional and personal development.

	Essential	Desirable
<b>Knowledge, training and qualifications</b>	<ul style="list-style-type: none"> <li>• Advanced degree in Law, Human Rights, or a related field.</li> <li>• In-depth knowledge of international standards and best practices related to online hate speech and electronic crimes.</li> </ul>	<ul style="list-style-type: none"> <li>• Strong background of the laws relevant to the speech and electronic crimes in Jordan.</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• At least 5 years of experience in legal research, analysis, and assessment, particularly in the field of cyber law, human rights law, or criminal law.</li> </ul>	<ul style="list-style-type: none"> <li>• Previous work experience with law enforcement, and judiciaries in Jordan.</li> </ul>

	<ul style="list-style-type: none"> <li>Proven experience in drafting legal recommendations and policy documents.</li> </ul>	
<b>Skills</b>	<ul style="list-style-type: none"> <li>Strong analytical, communication, and report-writing skills.</li> <li>Ability to work independently and in a multicultural environment.</li> <li>Proficiency in English and Arabic (both written and spoken).</li> </ul>	
<b>Additional Requirements</b>		<ul style="list-style-type: none"> <li>Subject matter familiarity with disinformation, extremism, hate speech</li> <li>Knowledge of and engagement with Jordanian civil society and government partners.</li> </ul>

### Applications Submission Requirements

All applications must be submitted electronically in English language via email to [sy@isdglobal.org](mailto:sy@isdglobal.org) by 23:59, CET time on 25<sup>th</sup> August 2024 and include the following documents.

1. A CV and a cover letter explaining your suitability and motivation for applying for this consultancy.
2. Examples of similar consultancy projects, with at least three examples.
3. At least three references from past employers.
4. A budget breakdown: Consultants should include a detailed cost breakdown in their applications. This should encompass the day rate, applicable taxes, and any surcharges. The maximum gross budget for the consultancy is 6,000 Euros, which is inclusive of all applicable taxes and fees. Consultants based outside of Jordan with excellent English proficiency and native-level proficiency in Arabic are also encouraged to apply. Any international travel costs should be included in the budget breakdown within the same total.

### Application Process:

- First round: An interview with shortlisted applicants will take place between 30<sup>th</sup> August and 5<sup>th</sup> September 2024.
- Final selection and offer: This will take place in the first half of September.