

REQUEST FOR APPLICATIONS

LAW ENFORCEMENT AND JUDICIARY CAPACITY BUILDING EXPERT CONSULTANCY

Role	Law Enforcement and Judiciary Capacity Building Expert		
Reports to	Senior Manager, Jordan	Direct reports	None
Budgetary responsibility	None	Resource responsibility	None
Safeguarding	Support manager and wider team with safeguarding of staff across all global offices	Key relationships	ISD Jordan Team
Fees	€7,200 gross budget for a period not exceeding 24 days over 12 months period	Location	Jordan/Remote
Consultancy duration	12 months (November 2024 to November 2025)	Contract start date	November 2024
Deadline for submission of applications	22 nd October 2024	Language requirement	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

This project seeks to enhance capacities within both state and non-state actors to combat online hate speech, particularly through strengthening the skills of law enforcement, judiciary, civil society, and youth. A toolkit will be co-developed in collaboration with the **Civil Society and Youth Capacity**

Building Expert, and it will serve as the foundation for multiple training modules aimed at addressing online hate speech through legal frameworks, prevention strategies, and best practices.

To support the delivery of the project described above, the Institute for Strategic Dialogue Jordan (ISD Jordan) will contract a consultant to co-develop and implement a toolkit that enhances the understanding, prevention, and response to online hate speech. This will be achieved by building the capacities of law enforcement, judiciary, civil society, and youth actors through both basic and advanced training programs.

The expert will be responsible for the following tasks:

1. Co-development of Toolkit:

- Work collaboratively with the **Civil Society and Youth Capacity Building Expert** to design a comprehensive toolkit divided into multiple training modules.
- Ensure that the toolkit includes a legal background, good practices, and prevention and response strategies related to online hate speech.
- Contribute to legal analysis and provide input on how existing legal frameworks and procedures apply to online hate speech.
- Develop scenario analysis, life journey approaches, and case studies based on real-life situations.

2. Basic Training Program:

- Co-deliver the **Basic Training Program**, targeting both state and non-state actors.
 - **Participants:** 30 participants (Public Security Directorate (PSD): Cybercrime Prevention Center (CPC), Media Department, Electronic Crimes Unit, Family Protection Unit, Judiciary: Public Prosecutors, Civil Society organizations).
 - **Content:** Awareness on online hate speech, good practices, legal background, scenario analysis, and best practices.
- Lead the legal awareness section, providing insights on relevant laws, regulations, and enforcement strategies.
- Ensure that the training covers essential tools for recognizing and addressing online hate speech and its social impacts.
- Oversee the selection process of 18 participants from the basic training for further advanced training.

3. Advanced Training Program:

- Lead the development and delivery of the **Advanced Training Program**, focusing on prevention and response strategies.
 - **Participants:** 18 selected participants from state and non-state actors (including law enforcement and civil society).
 - **Content:** In-depth prevention strategies, response mechanisms, detection and analysis of online hate speech, tools for monitoring, and best practices.
- Collaborate with the **Civil Society and Youth Capacity Building Expert** to integrate perspectives from civil society into the advanced training.
- Ensure that the training addresses both legal and social dimensions of online hate speech, including cross-agency coordination and operational responses.

4. Stakeholder Engagement:

- Engage and coordinate with relevant stakeholders including PSD units, the judiciary, and civil society actors to ensure smooth communication and cooperation.

- Facilitate knowledge-sharing and exchange of best practices among law enforcement, judiciary, and civil society organizations.
- 5. Monitoring and Evaluation:**
- Work with the project team to develop monitoring and evaluation tools to assess the effectiveness of the training programs and toolkit implementation.
 - Provide ongoing support and advice to trainees during and after the training sessions.
 - Prepare periodic reports and a final evaluation report outlining the outcomes, challenges, and recommendations for future actions.

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 12-month timeframe from November 2024 to November 2025, totaling 24 days.

Deliverables

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

1. Co-developed toolkit with the Civil Society and Youth Capacity Building Expert.
2. Two rounds of Basic Training delivered to a total of 30 participants, with a report on training outcomes.
3. One round of Advanced Training delivered to 18 selected participants, with a report on training outcomes.
4. Draft recommendations for law enforcement and judiciary interventions on online hate speech.
5. Final report summarizing the project's success, lessons learned, and recommendations.

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

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
Knowledge, training and qualifications	<ul style="list-style-type: none"> • Advanced degree in Law, Criminal Justice, Public Administration, or related fields. • Familiarity with national and international legal frameworks concerning online hate speech. • Familiarity with online hate speech dynamics, including detection, prevention, and response mechanisms, as well as the social and legal consequences of such behavior. 	<ul style="list-style-type: none"> • Familiarity with digital tools for monitoring and reporting hate speech online, including social media analytics or content moderation tools, is an asset. • Knowledge of international human rights standards and their application in combating hate speech and regulating digital platforms.
Experience	<ul style="list-style-type: none"> • At least 5 years of relevant experience in law enforcement, judicial processes, and capacity building, particularly in relation to digital crimes or online hate speech. • Experience in designing and delivering training programs for law enforcement, judiciary, and civil society actors. 	<ul style="list-style-type: none"> • Experience in working with civil society, youth, and government actors in capacity-building projects.
Skills	<ul style="list-style-type: none"> • Strong analytical, communication, and report-writing skills. • Ability to work independently and in a multicultural environment. • Proficiency in English and Arabic (both written and spoken). 	
Additional Requirements		<ul style="list-style-type: none"> • Subject matter familiarity with disinformation, extremism, hate speech

		<ul style="list-style-type: none"> Knowledge of and engagement with Jordanian civil society and government partners.
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Applications Submission Requirements

All applications must be submitted electronically in English language via email to sy@isdglobal.org by 23:59, CET time on 22nd October 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 references from past assignments.
3. A work plan for the assignment, aligned with the five deliverables outlined in the 'Deliverables' section above.
4. A budget breakdown: Consultants should include a cost breakdown in their applications including the day rate, applicable taxes, and any surcharges. The maximum gross budget for the consultancy is 7,200 Euros gross, 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 1st and 7th of November 2024.
- Final selection and offer: This will take place in the first half of November.