

Rule of Law and Anti-Corruption (RoLAC II) Programme” in Nigeria for EOI Reference No: 2026-05-090.

Appendices 1

Component 1: Enhanced performance, quality and oversight of the criminal justice system and of justice service delivery

	Thematic Expertise	Experience and Qualifications
Category 1	Strengthening compliance with Administration of Criminal Justice Act or Laws. Subthemes: ▪ Design and implementation of measures that strengthen compliance with due process provisions of the Administration of Criminal Justice Act or Law ▪ Design and build systems that improve efficiency in criminal justice delivery ▪ Establishment or improvement of tools, processes and mechanisms for implementing provisions of the ACJ Act/Laws on oversight of criminal proceedings. These may include guidelines to regulate sentencing discretion, implement plea bargain, monitor and regulate the use of remand, improve trial time and case management, oversight of detention places and practice, and reporting obligations of criminal justice institutions under the law, etc. ▪ Deepen bail reform.	▪ A degree in law and Certificate of Call to Bar with at least five years post qualification experience of supporting criminal justice sector and promoting reforms. ▪ Expertise in criminal justice administration and its substantive and procedural laws, and awareness of challenges that impede criminal justice delivery in Nigeria. ▪ Experience of supporting criminal justice reforms, and of promoting reforms regarding plea bargain, arrests and detention, remand, bail, and other protections for due process rights of suspects, and case management. ▪ Track record of building institutions, structures, systems and processes that strengthen reforms and regulatory compliance with Criminal Justice Act laws, ▪ Building the capacity of criminal justice institutions and actors.
Category 2	Justice Sector Accountability, Judicial Governance, Reform and Transformation Subthemes: ▪ Deepening advocacy for reforms that strengthen the efficiency, integrity, independence and accountability of courts ▪ Reform of judicial appointments and disciplinary processes. ▪ Support to courts to: ▪ improve justice delivery, expand access to justice, improve case management and entrench performance management for judicial officers and court systems. ▪ develop and deploy complaints mechanisms and implement service recovery strategies.	▪ A law degree & Call to Bar Certificate. A post graduate law degree will confer added advantage ▪ Excellent grasp of national and international legal frameworks on judicial ethics, integrity, independence and accountability. ▪ Knowledge of how Nigeria’s legal & judicial systems are structured & governed, the challenges of the justice sector & judicial governance. ▪ Experience of improving efficiency and timeliness of justice delivery ▪ Experience of promoting judicial integrity, independence, transparency and accountability in Nigeria especially. ▪ Experience of promoting compliance with ethics and codes of conduct for judges and prosecutors.

	Thematic Expertise	Experience and Qualifications
	▪ adopt and implement practice directions and service charters that improve access to justice and court user experience. ▪ develop and implement business continuity plans. ▪ Promote compliance with ethics and codes of conduct for the bench and the legal profession in Nigeria. ▪ Build the capacity of prosecutors and defence attorneys to support justice sector and judicial reforms in Nigeria	▪ Experience of researching, designing and implementing justice sector reforms ▪ Experience of promoting reforms to judicial appointments and disciplinary processes, and to strengthen court administration, ▪ Strong litigation experience in Nigeria, including public interest litigation ▪ Strong analytical ability and communication skills, research and data analysis skills (Maximum of 10 points).
Category 3	Restorative Justice Subthemes: ▪ Establishing and/or strengthening legal and policy frameworks for restorative justice. ▪ Establishment and institutionalization of structures, systems and processes that entrench restorative justice in the criminal justice system ▪ Exploring and utilizing opportunities to bring the Nigerian Police Force within the loop of restorative justice service providers. ▪ Building the capacity of Magistrates, public defenders, legal aid providers, prosecutors, police officers, officials of the Nigerian Correctional Service and other stakeholders to facilitate restorative justice processes and outcomes. ▪ Increasing awareness and appetite for restorative justice services in Nigeria	▪ A degree in law, criminology or the behavioural sciences and at least 8 years post qualification work experience in criminal justice delivery and reform. ▪ Familiarity with how the criminal justice system works, and experience of the challenges of congestion and delays in the administration of criminal justice. ▪ Knowledge and experience of facilitating restorative justice processes and outcomes as a mediator, representative or counsel to the victim or defendant. ▪ Capacity to train others on restorative justice processes and outcomes with good success stories. ▪ Experience of supporting establishment of restorative justice processes, systems, structures and tools and of mentoring restorative justice service providers and institutions from inception to sustainability.
Category 4	Supporting Civil Society Engagements to Promote Reforms in Law Enforcement, Judiciary and Correctional Institutions Subthemes: ▪ Improving relations between civil society and the Nigeria police force and other law enforcement agencies, and with courts and correctional institutions in the context of implementing the Administration of Criminal Justice Act or Law, the Police Act, Nigerian Correctional Service Act and other pertinent legislation	▪ A degree in law, policing studies or social sciences and at least 8 years post qualification work experience in criminal justice and policing services delivery and reform. ▪ Thorough knowledge of the civil society landscape in Nigeria and of the intricacies of government and civil society relations in Nigeria ▪ Pertinent experience working with the Courts, Nigerian Police Force, Nigerian Correctional Service to promote reforms and improve justice delivery in Nigeria. ▪ A track record of leading and supporting civil society engagement with justice institutions to improve criminal justice delivery, strengthen

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	- Strengthening civil society capacity to monitor and evaluate compliance with ACJA, the Nigerian Correctional Service Act and other criminal justice legislation - Designing and implementing mechanisms that strengthen law enforcement transparency and accountability.	- accountability and efficiency of criminal justice institutions. - Strong advocacy skills - Experience of training civil society organizations for advocacy on policing and other justice sector reforms.
Category 5	Innovation, Technology and Criminal Justice Delivery Subthemes: - Advising RoLAC on ICT and innovation to improve criminal justice delivery and accountability, and on hardware and software requirements for digitizing court processes. - Digitization of data and case management for criminal justice institutions (departments of public prosecution, Correctional Services and the Nigerian Policy Force). - Digitization of case scheduling and notification processes for courts.	- Qualifications and professional certifications in information technology and at least eight years post qualification experience in providing criminal justice institutions with digital solutions. - Thorough understanding gained from practice or research, of the Nigerian Criminal Justice System, its legal frameworks and institutions, of case management, scheduling and notification systems, and associated challenges that impede efficient and timely administration of criminal justice - Experience of supporting criminal justice institutions with a wide range of digital solutions and set up to improve criminal justice delivery. - Advising and supporting criminal justice institutions to successfully transit to digital solutions for delivering justice. - Experience of policies and laws on ICT. including the National Information Technology Development Act, the National Judicial Information Technology Policy
Category 6	Monitoring, Evaluation and Learning Subthemes: - Collection, analysis of crime data - Justice sector impact analysis and reporting - Supporting periodic measurements of awaiting trial persons and the duration of pre-arraignment or pre-trial detention or remand in law enforcement custody or prison - Data-driven and infographic reportage of justice sector development and trends.	- Qualifications in data sciences, or social sciences and at least 5 years post qualification experience. - Professional certification in data analytics and management. - Proficiency and experience in the use of any four of the following for qualitative and quantitative data analysis: MAXQDA, Python, Microsoft Access, Microsoft Excel, Google Analytics, Google Charts, SPSS, Epi Info, Stata, SQL Microsoft Power BI, Tableau, MySQL, R software environment Kindly provide evidence of such experience of key staff who will be involved in providing this service. Enclose any applicable certifications to showcase professional experience in the field of the assignment. - Experience in collecting crime data for empirical analysis and crime policy formulation.

	Thematic Expertise	Experience and Qualifications
Category 7	Constitutional, Legislative and Policy Level Reforms Subthemes: ▪ Developing and advocating constitutional reform in core areas of the RoLAC Programme's work ▪ Legislative review of the Administration of Criminal Justice Act or Law, ▪ Legislative review of other key criminal legislation to resolve gaps and redundancies in substantive criminal law and criminal procedure, and to enable greater efficiency and timeliness in the dispensation of criminal justice ▪ Supporting legislative review of Penal/criminal codes to align them with Administration of Criminal Justice Law and to declassify or decriminalize petty offences. ▪ Improving service delivery, including through the adoption of service charters ▪ Identifying and resolving policy gaps in the administration of criminal justice and correctional services ▪ Promoting emerging best practices among the programme's focal states	▪ A law degree and Call to Bar Certificate, or degree in criminology, political or other behavioural sciences and at least five years post qualification experience. ▪ Thorough understanding gained from practice and research, of the Nigerian Criminal Justice System, its legal frameworks and institutions, how these work, and the challenges that impede efficient and timely delivery of justice. ▪ Knowledge and experience of constitutional and legislative review processes in Nigeria. ▪ Experience of advocating policy and legal reforms to improve criminal justice delivery, of developing reform oriented criminal justice policies and legislation, and of influencing and building broad consensus around the need for reform. ▪ A record of supporting legislative bodies in Nigeria to pass reform oriented criminal legislation, and ministries, departments and agencies to implement such laws.
Category 8	Programming to end torture Subthemes: ▪ Technical support for the establishment and/or implementation of Rules and Regulations for implementing the Anti-Torture Act 2017 ▪ Creating awareness around the Act and the Rules and Regulations ▪ Support for the implementation of the Anti-Torture Act and Rules and Regulations ▪ Legislative review of the Anti-Torture Act 2017 ▪ Programmatic support to CSO and government-led initiatives to strengthen scrutiny and accountability for acts of torture ▪ Building capacity of law enforcement officers and civil society organizations to implement the Anti-Torture Act	▪ A law degree and Call to Bar Certificate reference and at least five years post qualification experience. ▪ Demonstrable knowledge of the international framework on torture, the Nigerian Anti-Torture Act of 2017, and demonstrable knowledge of the state of compliance with the Anti-Torture Act. ▪ Experience of supporting measures to end torture in Nigeria, and to create awareness about the anti-torture act and to build the capacity of law enforcement officers and civil society organizations to implement the anti-torture act. ▪ Knowledge and experience of legislative processes in Nigeria.

	Thematic Expertise	Experience and Qualifications
	▪ Training of judicial officers and law enforcement operatives on the legal framework against	
Category 9	Ideography and Photography for Police and Crime Investigations Subthemes: ▪ Provision of professional advice, guidance and technical support for setting up spaces that are suitable for video recording of statements of suspects by law enforcement agents during interviews ▪ Comprehensive training on video coverage using camcorders, cameras and other mobile devices for police investigators. ▪ Providing investigators with hands-on support to plan, set up, shoot and produce high quality videos using the aforesaid devices. ▪ Advice and training on film storage and quality control	▪ Qualifications or professional certifications in cinematography and photography. ▪ At least six years' experience in handling cameras under different settings. ▪ Experience in organizing and setting up different types of spaces (scene composition) for photoshoots and video recording. ▪ Experience in advising and training others on cinematography and photography, and on scene composition, set or location lighting, choice of camera and lenses, camera angle and movements, and special effects ▪ Experience in forensic photography and videography
Category 10	Organization of criminal case files and records and implementation of electronic record management systems for courts and other criminal justice institutions Subthemes: ▪ Inventorying of case files and records of criminal justice institutions, and exhibits ▪ Clean up and maintenance of case files and exhibits ▪ Appraisal and organization physical case files and evidence into sequential order for integration into electronic case or record management formats ▪ Classification and cataloguing of case files with archival provenance and security codes ▪ Storage and labelling of case files and exhibits in archival storage boxes and racks with tamper control ▪ Development of digital retrieval tools (indexes) for comprehensive case record and exhibit keeping systems at location ▪ Supply, installation and maintenance of rack systems for storage.	▪ A degree in archival or library science and other professional certifications in records and archives management, and at least 8 years post qualification work experience. This must include experience of organizing court records ▪ Capacity to develop and implement large-scale physical casefiles and other information sources for criminal justice institutions. ▪ Verifiable experience in case management projects, archive resource management and infrastructure, records/library management, data analysis, administrative control or management of storage infrastructure, knowledge of risk assessment and disaster management, business continuity planning. ▪ Verifiable experience on the supply, installation and maintenance of storage rack systems. ▪ Capacity to work within agreed timelines and in a cost-effective way, to deploy best practices in case file management and record management.

Appendices 2

Component 2: Improved access to justice for women, children, juveniles, persons with disabilities and victims of sexual and gender-based violence

	Thematic Expertise	Experience and Qualifications
Category 11	Strategic Planning and Organisational Capacity Development Subthemes: ▪ Organisational Capacity Assessment and Organisational Strategy Development ▪ Organizational Change Management for Government / Public Agencies ▪ Design and implementation of public service delivery reform measures for justice and social welfare institutions	▪ At least 8 years of practical experience as technical lead (or in a comparable advisory capacity) for an access to justice intervention / project, targeted at state and / or federal government agencies ▪ At least 8 years specific experience in the design and successful implementation of reforms in <i>at least one</i> of the Thematic Categories 11 to 19. <i>In this regard, Expert CVs will be expected to record a portfolio of consultancy services delivered in relation to the specific Thematic Category to which their CV/application is tailored</i> ▪ At least 8 years' experience facilitating high-level technical discussions, training or national stakeholder meetings involving heads of government agencies ▪ Must have a university degree in law and extensive experience providing legal advice as well as drafting legal instruments that reflect international standards and best practices (For Thematic Categories 12, 13, 16 and 17 only) ▪ Must demonstrate familiarity with and practical application of best international practices, relevant national and international legislation in the relevant thematic categories ▪ Must have excellent experience establishing and maintaining effective and collaborative relationships with federal and state heads of agencies and managing cultural and religious sensitivities with discretion
Category 12	Disability Rights Subthemes: • Policy development, strategic planning and capacity development to support implementation of the National Discrimination Against Persons Prohibition Act 2018 as well as state-level disability rights legislation • Design and implementation of measures to enhance justice response, referral, counselling, rehabilitation and social welfare services for persons with disabilities • Development and implementation of guidelines, operational frameworks, protocols and practice directions that enhance disability inclusion by justice institutions	
Category 13	Child Protection Subthemes: • Policy development, strategic planning and capacity development to support implementation of the Child Rights Act 2003 and equivalent legislation at state level • Design and implementation of measures to enhance justice response, referral, counselling, rehabilitation and social welfare services for abused and trafficked children; children in conflict with the law and children with disabilities • Development and implementation of guidelines, operational frameworks, protocols and practice directions for	

	Thematic Expertise	Experience and Qualifications
	juvenile courts, family court assessors, social protection officers, child correctional facilities / remand homes, local government and state government child rights implementation committees.	
Category 14	Budget Formulation for State and Federal Ministries of Women Affairs, NAPTIP, National and State Disability Commissions, specific departments of other relevant MDAs Subthemes: • Training and mentoring key personnel within relevant agencies (agencies with primary mandate for implementation of VAPP Act 2015, DAPDP Act 2018, CRA 2003, Legal Aid Act) on annual state and federal budget formulation process • Expertise in assessing and improving budget estimates / proposals by respective units and departments of relevant agencies as part of annual budget formulation / response to Budget Call Circular. • Expert in efficient allocation of state and federal resources to reflect national, state, legislative and sectoral priorities	
Category 15	GBV Emergency Rescue and Shelter Management Subthemes: • Expertise in establishing and operating emergency rescue and shelter services for women, children, persons with disabilities and survivors of GBV • Expertise in the development and continuous improvement of case management systems, protocol for emergency rescue and shelter services • Training and mentoring emergency rescue and shelter management personnel • Advocacy for establishment of shelters and emergency rescue services	
Category 16	Rights based investigation and prosecution Subthemes: • Technical expertise in improving effectiveness of investigative and prosecutorial processes for cases involving women, children, persons with disabilities and survivors of SGBV	

	Thematic Expertise	Experience and Qualifications
	• Training and mentoring investigators and prosecutors to better handle cases involving women, children, persons with disabilities and survivors of SGBV •	
Category 17	Adjudication Children in Conflict with the Law Subthemes: • Expertise organising and delivering peer learning programmes for judges and magistrates on adjudicating GBV cases, on Children in Conflict with the Law • Expert in developing adjudication guidelines	
Category 18	GBV Reporting and case management (mobile and web-based) technology solutions experts	
Category 19	Establishment and Operation of Sexual Offender Databases Subthemes: • Establishment and management of coordination mechanisms • Development and implementation of guidelines, operational frameworks, protocols and practice directions for coordination / implementation committees	

Appendices 3

Component 3: Increased transparency and accountability for anti-corruption systems and reforms

	Thematic Expertise	Experience and Qualifications
Category 20	Anti-Corruption institutions and systems Strengthening • Development and Review of Anti-Corruption institutional strategies including hands-on technical support for strategy implementation. • Establishment and management of inter-agency coordination and central reporting mechanisms at national and sub-national levels • Development and implementation of guidelines, operational frameworks, protocols and practice directions for coordination / implementation committees	▪ A degree in law, criminology or the behavioural sciences and at least 10 years post qualification work experience in anti-corruption system strengthening ▪ Familiarity with the Nigeria anti-corruption landscape and ▪ Proven experience supporting public agencies in Nigeria or the region.
Category 21	Asset Recovery and Management • Capacity building training of staffs of agencies • Hands-on technical support to the Asset Recovery units of the Federal Ministry of Justice and all Anti-Corruption and Law Enforcement Agencies.	• Advanced degree in law or the social sciences with least 10 years post qualification work experience in criminal justice and anti-corruption system strengthening • Hands-on experience strengthening asset recovery frameworks in Nigeria or in other developing countries. • International work experience for comparative experiential learning
Category 22	Public Finance /Fiscal Policy strengthening and Management • Support Fiscal Transparency and Compliance training for National and Sub-National Fiscal Responsibility units • Support review of sub-national fiscal transparency regimes, open budgeting and more effective loan portfolio management	• Advanced degree in law or the social sciences with least 10 years post qualification work experience in public finance and procurement system strengthening. • Thorough knowledge of the public finance and public procurement landscape in Nigeria. • Well-tailored experience supporting procurement and fiscal transparency reforms in Nigeria or the region. • experience in leading non-state actors on budget tracking and accountability work
Category 23	Public Procurement Reform	▪ Advanced degree in law or the social sciences with least 10 years post qualification work experience in

	Thematic Expertise	Experience and Qualifications
	• Technical support for the review of Public Procurement Laws and Regimes at national and sub-national levels • Capacity building of procurement officer and personnel of public institutions on global best practices. • Support for the development of key procurement oversight tool like standard bidding documents, debarment policies, pricing indices and open portals and data standards among others.	public finance and procurement system strengthening. ▪ Experience in leading non-state actors on budget tracking and accountability work
Category 24	Investigations and Prosecutorial Training • Support the design, development and delivery of bespoke joint investigations and prosecutorial training for the different anti-Corruption and law enforcement agencies • Training on Evidence mapping, management and tendering • Training on Criminal case advocacy under Administration of Criminal Justice Act (ACJA 2015)	• Advanced degree in law or the social sciences with least 10 years post qualification work experience in criminal justice delivery and reform. • A minimum of 10 years' experience building the capacity of anti-corruption agencies in Nigeria or other comparable jurisdictions • Experience as a former criminal justice practitioner (investigator, prosecutor or criminal) will be a great advantage
Category 25	Compliance and Internal Oversight System Strengthening • Support the establishment of internal oversight and complaints mechanisms in key ministries and department of government and the review and strengthening of corruption prevention and service delivery accountability mechanisms in public institution. • Support periodic performance review of internal accountability and oversight systems in public institutions including corruption risk assessment and system studies. Also support period performance review and improvement of these mechanisms.	• Advanced degree in law or the social sciences with least 10 years post qualification work experience in strengthening institutional mechanisms for transparency and accountability. • Hands-on experience strengthening institutional performance frameworks and compliance systems required
Category 26	Organizational Strategy and Monitoring and Evaluation • Lead organization strategy development and review for Anti-corruption agencies including their aligning to the Nigeria National Anti-Corruption Strategy (NACS 2022 – 2026)	• Advanced degree in law or the social sciences with least 10 years post qualification work experience in organizational strategy development and performance management systems strengthening • Thorough knowledge of different results management frameworks and approaches for public institutions

	Thematic Expertise	Experience and Qualifications
	Support/facilitate the development of performance management and monitoring and evaluation frameworks for the different anti-corruption agencies.	
Category 27	Judicial Integrity, Code of Conduct and Compliance Strengthening - Support advocacy for reforms that strengthen integrity, discipline and accountability of the bench and the bar including judicial oversight mechanisms. - Support code of conduct and ethics for the bench and bar as part of their continuous legal education requirement	- Advanced degree in law or the social sciences with least 10 years post qualification work experience in strengthening systems for judicial accountability and oversight - Hands on experience setting up judicial complaints and grievance mechanisms
Category 28	CSOs organizational and advocacy capacity strengthening - Strengthening the legislative and policy reform advocacy capacity of select CSOs and media practitioners - Strengthen CSOs oversight and community accountability role using the Freedom of Information Act to push for greater transparency and accountability in key public institutions and processes.	- Advanced degree in law or the social sciences with least 10 years post qualification work experience in organisational development of informal and non-state actors including the use of organisational capacity assessment/strengthening tools. - Thorough knowledge of the civil society landscape in Nigeria and of the intricacies of government and civil society relations. - Experience in community mobilization and project monitoring is highly desirable
Category 29	Constituency Project Tracking - Support community level accountability reform efforts - Community mobilization and accountability framework design and implementation - Budget analysis and tracking and capacity development	- Advanced degree in law or the social sciences with least 10 years post qualification work experience in leading non-state actors on budget tracking and accountability work - Thorough knowledge of the civil society landscape in Nigeria and of the intricacies of government and civil society relations.
Category 30	Law and Legislative Reform - Support for Law drafting and review - Lead legislative reform advocacy efforts by state and non-state actors	- Advanced degree in law or the social sciences with least 10 years post qualification work experience in legislative drafting with national legislatures and /or other justice sector institutions. - Experience in legislative advocacy agenda setting

	Thematic Expertise	Experience and Qualifications
Category 31	Access to Information strengthening • Support access to information systems review and strengthening • Capacity building for state and non-state actors for increased compliance to the Freedom of Information Act in Nigeria.	▪ Advanced degree in law or the social sciences with least 10 years post qualification work experience in strengthening developing and strengthening frameworks for access to information in Nigeria/West Africa region. ▪ Demonstrated experience in building the capacity of state and non-state actors for improved access to information in Nigeria or similar jurisdictions.
Category 32	National Beneficial Ownership system strengthening • Support national coordination efforts among various government ministries and department for the establishment of a National Beneficial Information Implementation Framework in partnership with the Nigeria Corporate Affairs Commission and relevant Law Enforcement and Anti-Corruption Agencies, ACAMDAs	▪ Advanced degree in law or the social sciences with least 10 years post qualification work experience in strengthening systems for compliance and public finance reforms. ▪ Relevant experience supporting coordination efforts among government ministries and department and in the establishment of Beneficial Information Frameworks
Category 33	Forensic capacity strengthening for Anticorruption and Law Enforcement institutions • Undertake forensic gap analysis of the anti-corruption and criminal justice landscape of key institutions in Nigeria. • Design and deliver tailored capacity building training for the staffs and operatives of different ACAs and LEAs. • Support evidence mapping and tendering training for ACA operatives	▪ Advanced degree in law or the social sciences with least 10 years post qualification work experience in strengthening systems for compliance and public finance reforms. ▪ Relevant experience supporting coordination efforts among government ministries and department and in the establishment of Beneficial Information Frameworks
Category 34	Open-Source Intelligence Capacity Strengthening for Anti-Corruption and Law Enforcement • Provide hands-on and interactive capacity building on OSINT for the EFCC and wider ACAs operatives, to deepen investigative abilities, secure more • Support investigative journalism training for CSOs and the media	▪ Advanced degree in law or the social sciences with least 10 years post qualification work experience in criminal investigations and evidence management services and reform. ▪ Must be a certified forensic examiner with experience supporting national anti-corruption and crime prevention efforts. ▪ A good understanding and experience working with Nigeria Anti-Corruption Institutions and Law Enforcement Agencies ▪ Expertise in investigation of internet fraud and other related crimes

	Thematic Expertise	Experience and Qualifications
Category 35	Anti-Money Laundry, Counter Financing of Terrorism and Countering Proliferation Financing (AML/CFT/CPF)	▪ Advanced degree in law or the social sciences with least 15 years post qualification work experience as an investigator/intelligence officer ▪ Proven experience of not less than 10 years building the technical capacity of organized crime investigators including in open-source intelligence gathering techniques.
Category 36	Enterprise Resource Solution providers/Process Automation consultants/App Developers	▪ Advanced degree in law or the social sciences with least 15 years post qualification work experience in Financial Intelligence Unit Operations, Procedures and Security and AML/CFT Case Analysis ▪ Strong experience working with regional or global financial action task forces including the FATF and the EGMONT Groups compliance and assessment processes. ▪ Proven experience building the capacity of anti-corruption and law enforcement operatives in Nigeria or the West Africa region.
Category 37	Natural Resource and Extractive Industries Transparency Strengthening	▪ Advanced degree in law or the social sciences with least 10 years post qualification work experience designing and developing enterprise resource solutions including workflow/process management applications ▪ Proven hands-on experience designing and developing enterprise solutions, systems automation and workflow management Applications for law enforcement, anti-corruption or criminal justice institutions in Nigeria or the region.