ToR N°15- National Short-Term Expert – Albania (Strengthening Albanian Legislation on State Border Control in Light of EU Standards)

CIVIPOL is looking for **one Albanian national short-term expert** to support the review and strengthening of Law No. 39/2025 on State Border Control, with a view to ensuring its alignment with EU standards in the areas of Schengen governance and external borders.

LIMITE DE CANDIDATURE

30 Novembre 2026

DURÉE DE LA MISSION

Short Term

ZONE GÉOGRAPHIQUE

Europe Et Asie Centrale

1. Context of the mission:

The Overall Objective of EU4FAST is to strengthen the rule of law in the Western Balkans.

The Specific Objective of the action is to improve the conditions for preventing and combatting migrant smuggling and trafficking in human beings in the Western Balkans.
The action has the following outputs:

- **Output 1:** The ability of Western Balkan law enforcement and judicial authorities to combat migrant smuggling and trafficking in human beings is strengthened.
- **Output 2**: The ability of Western Balkan law enforcement actors to cooperate with Member States as well as JHA agencies and non-EU law enforcement actors in activities related to migrant smuggling and trafficking in human beings including through the active participation in the European Multidisciplinary Platform Against Criminal Threats (EMPACT) is increased.
- **Output 3:** The ability of Western Balkan authorities and frontline workers to identify and provide protection to (potential) victims of trafficking in human beings and refer them to competent state and non-state assistance and support services is improved.
  Output 4: The capacity of border authorities of the Western Balkans to prevent and counter migrant smuggling and trafficking in human beings in line with EU standards and human rights is strengthened.

This mission is part of **component 1** described above for the achievement of **Work package 1.1 – Policy strategy and legislation: informing and supporting the administrative and legislative strategy on THB and migrant smuggling**.

Based on assessment reports, notably formulated by the European Commission in the framework of the pre-accession process (chapter 24), activities of the work package aim at identifying and

bridging gaps in the legislative framework for LEAs and LEA cooperation at national and regional level related to THB and migrant smuggling. It aims to harmonise the legislative and regulatory frameworks and align them with EU acquis and policies. It also aims to facilitate regional cooperation. Building on the existing reports, support to the integration of the proposed recommendations by the beneficiaries is provided, as well as technical assistance to prioritise and implement them.

In Albania, this activity specifically aims to support the Ministry of Interior and relevant national institutions in strengthening Law No. 39/2025 on State Border Control, ensuring its consistency with EU standards and requirements in the areas of Schengen governance and external borders.

The activity will be implemented in coordination with the relevant EU4FAST components and with the support of French Ministry of the Interior expertise, provided as part of France's in-kind co-financing contribution to the Action.

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2. Objectives of the activity and expected results

Desired outcomes of the action

- The Albanian Ministry of Interior and its relevant partners have a comprehensive understanding of EU standards and requirements in the areas of Schengen governance and external borders.
- The Albanian Ministry of Interior and the responsible national structures and institutions have strengthened the legislative framework on State Border Control in light of EU standards.

Overall objective

The overall objective of the activity is to strengthen Albanian Law No. 39/2025 on State Border Control and ensure its alignment with relevant EU standards and requirements in the areas of Schengen governance and external borders.

Expected results

- The Albanian legislative framework on State Border Control is assessed and strengthened in line with relevant EU standards and requirements in the areas of Schengen governance and external borders.
- Recommendations are formulated to address identified gaps and improve the effectiveness of border management, particularly in preventing and combating migrant smuggling and trafficking in human beings.
- The recommendations are reflected in the Tables of Concordance (ToCs) to be submitted to the European Commission.

3. Scope of the assignment and implementation of the activity

The activity will be carried out through the coordinated work of one Albanian national short-term expert and two French Ministry of the Interior experts, mobilised as part of France's in-kind co-financing contribution.

The assignment will include the following tasks:

- Analysis of the relevant EU legal instruments, standards and requirements applicable to State Border Control, Schengen governance and external borders, for which Tables of Concordance (ToCs) are to be submitted to the European Commission.
- Review and assessment of Albanian Law No. 39/2025 on State Border Control against the relevant EU legal and regulatory framework.
- Identification of potential gaps, inconsistencies and areas requiring further alignment with EU standards.
- Formulation of concrete recommendations to strengthen Albanian Law No. 39/2025, including with regard to effective border management and the prevention and combating of migrant smuggling and trafficking in human beings.
- Contribution to the integration of the recommendations into the relevant Tables of Concordance (ToCs) to be submitted to the European Commission.
- Consultation and coordination with the Albanian authorities to review and validate the proposed recommendations.
- Finalisation and submission of the report, incorporating feedback provided by the Albanian authorities.

Deliverable

The national expert will contribute to the preparation and finalisation of the following deliverable:

- **One final report**, including the assessment of Law No. 39/2025 against relevant EU standards, consolidated recommendations for legislative alignment and the corresponding Tables of Concordance (ToCs), revised in light of feedback provided by the Albanian authorities.

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4. Required profile of expertise

For the implementation of this activity, CIVIPOL will recruit:

- **One national short-term expert from Albania**, responsible for contributing to the legal assessment and drafting of recommendations.

Domains of expertise

Border Management / State Border Control

Qualifications

1. Advanced degree: A Master's degree or equivalent in a relevant field such as Law, Human Rights, Public Administration, European Law or a related discipline.

2. Relevant certifications (preferred): Specialised training or certifications in areas such as Schengen governance, border management and external borders.

Specific competencies

- Proven experience in analysing national laws and regulatory frameworks.
- Comprehensive understanding of border management and State Border Control.
- Proven experience in analysing EU standards, directives and regulatory frameworks.
- Strong analytical skills to assess legislative gaps and propose appropriate solutions.
- Proven experience in drafting legal and policy recommendations.
- Excellent communication and interpersonal skills to facilitate cooperation with national and international stakeholders.

General work experience

- Minimum 5 years of professional experience in government institutions, prosecution offices, law firms, universities, law enforcement agencies, NGOs, international organisations or related fields.
- Experience in international cooperation.
- Experience working in multi-agency or international environments.
- Demonstrated ability to work effectively within multidisciplinary teams.

Specific professional experience related to the mission

Experience working with government institutions, law enforcement agencies, prosecution offices, universities, NGOs or international organisations on legal and regulatory frameworks related to border management, State Border Control or alignment with EU standards is highly desirable.

Knowledge

- In-depth knowledge of the Albanian national legislative and regulatory framework on State Border Control.
- Good understanding of EU standards and requirements in the areas of Schengen governance and external borders.
- Awareness of human trafficking and migrant smuggling response frameworks, particularly within the EU framework.

Assets

Previous experience working with international organisations or international cooperation projects, particularly EU-funded initiatives.

Languages

- Excellent reading skills in Albanian, required to analyse the national legislative and regulatory framework.
- Excellent written English, required for drafting and contributing to the final report.

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5. Submission of applications

Submission of applications

Please send your application electronically by **Monday 30th November 11:00 CET** to the following e-mail addresses of the EU4FAST team:

- Ms. Tatiana MORALES, Project Manager, CIVIPOL: tatiana.morales@civipol.fr

- Ms. Marie-Pierre MOSIN, Project Manager, CIVIPOL: marie-pierre.mosin@experts.civipol.fr
- Mr. Erwann TOR, Coordinator, Policy Strategy & Legislation, EXPERTISE FRANCE: erwann.tor@expertisefrance.fr

The application must include:

- The expert's CV (European model).
- A copy of a valid identity document with a photograph.
- A short presentation and motivation paragraph included in the body of the email.

Please mention the following reference in the subject line:

"EU4FAST application YOUR NAME and LAST NAME – 1.1.3.2 ROL Strengthening Albanian Legislation on State Border Control in Light of EU Standards"

Incomplete or late applications will not be considered.

Screening of applications

Only applications meeting the selection criteria and corresponding to the required expert profile will be considered for shortlisting.

Evaluation of applications

The evaluation of applications will be conducted by CIVIPOL.

Successful candidates will be contacted by the EU4FAST team to proceed with the formalities related to their mobilisation.

Terms and Conditions

Fees: to be decided upon experience

Duration: National Expert:20 days

Type of contract: short-term service provider contract

Logistics: home-based

