CONSULTANCY ANNOUNCEMENT

November 2026

TOR – Consultant on Myanmar Federalism, Judicial Independence and Future Justice Architecture

Location: Working remotely with travel to Thailand when required

Target start date: December 2026 to July 2027

Duration: Approximately 15–20 working days between December – July, 2027.

Overview of the ICJ

The International Commission of Jurists (ICJ) is a worldwide organization of judges and lawyers united in affirming international law and rule of law principles that advance human rights. Composed of 60 eminent judges and lawyers from all regions of the world, the ICJ promotes and protects human rights through the rule of law, by using its unique legal expertise to develop and strengthen national and international justice systems. Established in 1952 and active on the five continents, the ICJ aims to ensure the progressive development and effective implementation of international human rights and international humanitarian law; secure the realization of civil, cultural, economic, political and social rights; safeguard the separation of powers; and guarantee the independence of the judiciary and legal profession.

Over the past seven decades, the ICJ been able to improve the lives of millions of people using this approach, and it continues to work tirelessly to support civil society, legal professionals and the institutions that strive to protect the most vulnerable. Our vision, purpose and mission are presented on icj.org.

Objective of the consultancy

Since the February 2021 military coup, Myanmar has faced a deep political, human rights, and rule of law crisis. Amid ongoing conflict and governance challenges, stakeholders are increasingly exploring options for a future federal democratic system that promotes judicial independence, accountability, human rights, and recognition of legal pluralism.

To support these discussions, the International Commission of Jurists (ICJ) will convene a series of stakeholder consultations and a Judicial Dialogue in 2027 on the future of justice institutions in Myanmar. The consultations will bring together justice actors, ethnic governance institutions, civil society organizations, and other key stakeholders to examine federal judicial arrangements, judicial independence, ethnic justice systems, and transitional justice.

The ICJ is seeking to engage an experienced consultant with expertise in federalism, constitutional design, judicial systems, judicial independence, legal pluralism and justice sector reform to provide comparative expertise, facilitate informed discussions, document findings and develop recommendations arising from the consultations.

Purpose of the Consultancy

The purpose of this consultancy is to provide substantive technical expertise and comparative perspectives to support ongoing discussions among Myanmar stakeholders concerning the future justice architecture of a federal democratic Myanmar.

Drawing on comparative experiences from federal, decentralized and legally plural systems, the consultant will facilitate evidence-based dialogue on issues relating to judicial independence, constitutional design, federal judicial arrangements and its interaction with ethnic justice systems, accountability and transitional justice. The consultant will help stakeholders examine possible options, identify good practices that may be relevant for Myanmar context while remaining consistent with international human rights standards and rule of law principles.

Consultancy Implementation

The consultancy is expected to be undertaken between December 2026 and July 2027.

The consultant will be expected to participate in three stakeholder consultations with Myanmar actors to be organized by the International Commission of Jurists (ICJ) in Northern Thailand during January 2026. The consultancy is intended not only to facilitate and document consultations, but also to support the development of strategic thinking around future justice sector reform.

These consultations will provide an opportunity to the consultant to engage with a diverse range of stakeholders, including ethnic governance actors, legal professionals, civil society organizations, accountability actors, youth and women's organizations, and representatives of affected communities.

Following the consultations, the consultant will be responsible for analysing the findings, preparing the report that provides comparative best practices, with practical options for federal judicial arrangements in the context of transitional justice and plural justice system in Myanmar.

The consultant will also be expected to present the findings and recommendations arising from the consultations and the literature review on comparative best practices as the final options paper at the Judicial Dialogue to be convened by ICJ in Bangkok in July 2027. The Judicial Dialogue will bring together key stakeholders engaged in discussions concerning Myanmar's future justice architecture and governance arrangements.

ICJ will provide the consultant with all necessary logistical and administrative support throughout the assignment. This will include coordination with consultation participants,

scheduling of meetings and consultations, communication with relevant stakeholders, and overall organizational support for the activities.

In addition to the agreed consultancy fee, ICJ will cover all reasonable and necessary costs directly related to the assignment, including:

- International and domestic travel required for participation in project activities;
- Accommodation and daily subsistence expenses;
- Ground transportation and local travel related to consultations and meetings;
- Venue and meeting-related costs;
- Interpretation and translation support where required; and
- Other pre-approved expenses necessary for the fulfilment of the consultancy.

ICJ staff will provide logistical support before, during and after the consultations to enable the consultant to focus on substantive preparation, facilitation, analysis and drafting responsibilities.

The consultant will work closely with the ICJ Asia-Pacific Programme team throughout the assignment and will report to the designated ICJ focal point responsible for the project.

SCOPE OF WORK AND DELIVERABLES

The Consultant will support the ICJ's work by:

1. Supporting informed discussions on the structure, mandate and functioning of future judicial institutions within a federal democratic Myanmar;
2. Exploring options for judicial independence, accountability, impartiality and accessibility;
3. Examining how ethnic justice systems and customary mechanisms may be recognized, coordinated and integrated within a future federal constitutional framework;
4. Identifying comparative approaches to managing legal pluralism while ensuring compliance with international human rights standards;
5. Assessing lessons from other countries that have undergone constitutional transition, federalization, justice sector reform, or post-conflict institutional restructuring;
6. Supporting reflection on accountability, victims' rights and transitional justice as part of broader governance and justice reform processes;
7. Developing evidence-based recommendations and possible reform options based on stakeholder consultations and comparative experience.

REQUIRED QUALIFICATIONS

Education

- An advanced university degree in Law, Constitutional Law, Public Law, Political Science, Governance, Transitional Justice, Conflict Studies, or a related field.

Experience and Skills

- Proven expertise in comparative federal systems and the design and functioning of judicial institutions in federal or decentralized governance arrangements.
- Strong understanding of judicial independence, judicial accountability, court administration, judicial appointments, and constitutional safeguards for the rule of law.
- Demonstrated knowledge of legal pluralism and experience working with or researching customary, community-based, Indigenous, ethnic, or parallel justice systems.
- Ability to analyse and develop policy options relating to the interaction and coordination of multiple justice systems within a single state framework.
- Demonstrated expertise in federalism, constitutional design, judicial systems, judicial independence, rule of law, and justice sector reform.
- Experience facilitating consultations, dialogues, workshops, or policy discussions involving a diverse range of stakeholders, including government representatives, political actors, judges, lawyers, civil society organizations, ethnic governance actors, community representatives, and affected groups.
- Prior experience supporting constitutional reform, justice sector reform, federalism processes, peacebuilding initiatives, or democratic transition efforts in conflict-affected or transitional contexts.
- Familiarity with Southeast Asia and experience working in Myanmar or with Myanmar stakeholders highly desirable.

APPLICATION PROCESS

Interested consultants should submit the following documents to asia-recruitment@icj.org by **29 November 2026**, midnight Central European Time (CET).

- A current CV;
- A maximum 3-page technical proposal clearly outlining:
    - The candidate's key skills and experience relevant to federalism, constitutional design, judicial systems, legal pluralism, and justice sector reform;
    - The proposed approach and methodology for providing comparative expertise and supporting stakeholder consultations;
    - Relevant experience from comparable assignments;
    - A brief justification of the proposed costs; and
    - The names and contact details of two recent professional references; and
    - The applicant's proposed consultancy fee rate, clearly indicating the daily rate and currency.

Please note that the ICJ may request examples of previous relevant work from shortlisted applicants following an initial review of the application materials.

Please include "**Consultant on Federalism, Judicial Independence and Future Justice Architecture**" in the subject line of the application e-mail.

Please appreciate that due to the volume of applications, only short-listed applications will be contacted.

The ICJ is committed to the principle of equal employment opportunity and values a diverse workforce. The ICJ's policy is to practice a fair and non-discriminatory selection procedure and to strive for and maintain international and multi-cultural teams.

Applications are encouraged from all qualified candidates without distinction on grounds of race, colour, sex, national origin, age, religion, disability, sexual orientation and gender identity.

Anyone engaged with the ICJ must adhere to its Code of Ethics which states that the ICJ does not tolerate discrimination, bullying and harassment in any form, nor sexual exploitation, abuse or harassment. The successful consultant will be required to pass a background check.

ACCESSIBILITY NOTICE: Applicants with disabilities who require reasonable accommodations throughout the selection process may send their requests through an email to recruitment@icj.org, or call +41 229 793 833.