

EXPRESSION OF INTEREST

ASSESSMENT OF POLICE DISCIPLINARY MECHANISMS AND THE TYPES OF OFFENCES REPORTED

CLEEN Foundation (formerly known as Centre for Law Enforcement Education) is a non-governmental organization established in January 1998 with the mission of promoting public safety, security and accessible justice through the strategies of empirical research, legislative advocacy, demonstration programmes and publications. It is requesting application from suitably qualified candidate to carry out an Assessment of Police Disciplinary Mechanisms and the types of offences reported.

Background:

As the Nigeria Police Force continues to perform their constitutional duties, there are reported cases of police misconduct by Nigerians that do not conform with international best practices on professionalism in policing in Nigeria. As part of the efforts to address police misconduct and punish erring officers, The Nigeria Police Force embraced the advantages provided by modern day technology as being used by other Police Forces/Departments across the world and the Nigeria Police Force Management in November, 2015 approved the establishment of a community oriented complaint management system which is now known as; "**Complaint Response Unit (CRU)**". The CRU provides a platform for citizens to report police misconduct while they are punished for their action that is unprofessional. CRU handles all cases of police professional misconduct that occurs during police/citizens interaction.

The Complaint Response Unit have collated reports from Nigerians across the six geo-political zones on different kinds of offences and unprofessional conducts committed by the officers. The reported offenses are documented while erring officers are disciplined according to the gravity of the offences or misconduct committed.

In view of the above, CLEEN Foundation with support from the Open Society Foundations is looking for a "**Consultant**" to conduct an "**Assessment of Police Disciplinary Mechanisms and the Types of Offences Reported**."

Overall Objective:

To conduct an Assessment of Police Disciplinary Mechanisms and the Types of Offences Reported.

Expected Deliverables:

- Review police disciplinary mechanisms (internal & external);
- Desk review of available reports on police accountability from Police internal and external mechanisms from the oversight agencies;
- Identify and analyze the types of offences reported by aggregating age and sex of complainants, locations they were filed from;
- Conduct interviews with strategic persons/departments within the Police internal oversight agencies (Police Complaint Bureau, Complaints Response Unit, Police Provost Department, Force Criminal Investigation Department, Police code of Conduct, IGP's Monitoring Unit) and external agencies (Police Service Commission, Ministry of Interior, CSOs and Media) oversight agencies
- Review all external and internal policies on reported offences and disciplinary mechanisms in the Nigerian Police Force;
- Review all type of reported offences of Police internal and external Oversight Agencies;
- Identify gaps in the existing tools that would be useful in the disciplinary mechanism of the Police.
- Report on Police Accountability in Nigeria
- Identify emerging issues in Police Accountability in Nigeria.
- Review all the complaint reporting tools of Police Oversight Agencies including that of National Human Rights Commission, Police Service Commission, Public Complaints Commission, Complaint Response Unit of the Nigeria Police Force; Ministries of Interior and Police Affairs;
- Produce a report of the disciplinary actions and offences committed;
- Make policy and legislative recommendations on how to improve the process.

Expertise Required:

The Applicant must possess the following:

- A minimum of M.Sc preferably in ICT, Law, Social Sciences, Criminology and Development Studies
- Relevant experience in security sector reform programming not less than 3 years.
- Have a good knowledge of police and policing in Nigeria
- Have access to the Nigeria Police Force and its oversight agencies (National Human Rights Commission, Complaint Response Unit, Police Service Commission & Public Complaint Commission)
- Demonstrate a track record of past work with the Nigeria Police Force and its oversight agencies including the National Human Rights Commission;
- Strong analytical and report writing skills

How to Apply:

Application to be submitted on or before Thursday 21st Nov, 2019 to procurement@cleen.org which must include the following:

- A Cover Letter detailing requirements, skills and experience as described above. Information on past related work is desirable.
- CVs with relevant experience (maximum of 3 pages) including two referees conversant with their work.
- A short context analysis on the environment which the police operates not to exceed 1 page.

NO PHONE CALLS PLEASE