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Prosecution, Rehabilitation and Reintegration (PRR) of Individuals Returning from Iraq and Northeast Syria to Central Asia

Consultancy – Terms of Reference

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1. Executive Summary

The joint project “*Prosecution, Rehabilitation and Reintegration of Individuals Returning from Iraq and Northeast Syria to Central Asia*”, implemented with the financial support of the European Commission Service for Foreign Policy Instruments (*ref. NDICI THREAT 2025 / 482993*), seeks to strengthen Tajikistan and Uzbekistan national capacity to address the complex challenges of returnees in a holistic, human rights-based manner.

The Global Counter-Terrorism Forum Inspired Institutions¹ – GCERF, Hedayah, and IIJ require the services of a consultant to serve as the senior national focal point in Tajikistan and Uzbekistan and support its engagement with national authorities and key stakeholders, e.g. the General Prosecutor’s Office (*GPO*), the Ministry of Foreign Affairs (*MFA*).

Within this consultancy agreement, the consultant will primarily aim to support the development and implementation of country support mechanisms and national work plans, and also represent the interests of the holism of the project as implemented in consortium, ensuring availability for direct communication and providing contextual advice and monitoring.

The Consultant will be responsible for guiding focused discussions, providing inputs for donor and project reporting, ensuring that the outcomes are actionable and aligned with the overall goals of the project.

Reporting line: The Consultant will report to the designated focal points of the three implementing partners (GCERF, Hedayah, and IIJ)

¹ The Global Community Engagement and Resilience Fund (*GCERF*) in partnership with The International Centre of Excellence for Countering Extremism and Violent Extremism (*Hedayah*), and The International Institute for Justice and the Rule of Law (*IIJ*).

2. About the Inspired Institutions

The Global Community Engagement and Resilience Fund (GCERF) is the only global fund for preventing violent extremism and terrorism. Over the last ten years, GCERF has invested USD 250 million in community-based organisations in 25 countries, providing better alternatives for young people at risk of radicalisation and recruitment, at an average cost of USD 30 per person. For more information, visit GCERF's website: [GCERF – Preventing Violent Extremism](#).

Hedayah is the International Centre of Excellence for Countering Extremism and Violent Extremism, headquartered in Abu Dhabi, UAE. Formed in response to the call by the Global Counter Terrorism Forum (GCTF), representing 29 countries and the European Union, to establish an independent, multilateral 'think and do' tank devoted to supporting global efforts in countering extremism and preventing terrorism: through sharing of good practice, research, toolkits, communications, dialogue, training, workshops, and policy discussions. The vision and purpose of Hedayah is to see a global reduction in extremism and violent extremism. This is achieved through programs, research, resources, and advice that equip governments and civil society to design, implement, and monitor effective and sustainable approaches to terrorism prevention. Visit Hedayah website: <https://hedayah.com/>.

The International Institute for Justice and the Rule of Law (IJJ) is a multinational organisation focused on building the capacity of justice practitioners to fight terrorism, violent extremism and transnational crime in line with human rights and the rule of law. It designs and delivers tailored training and capacity-building programmes as well as activities that help governments and practitioners address—in a practical, effective and collaborative manner—the evolving nature of contemporary transnational threats. The IJJ was founded in 2014 and has a Governing Board of Administrators consisting of 14 Member States and the European Union. For more information, visit the IJJ website: <https://theijj.org/>.

3. Background of the consultancy

Since 2019, Central Asian countries have taken considerable steps in the repatriation of their nationals from conflict zones in Northeast Syria, including the Al-Hol and Roj camps. These efforts place the region as a global example for repatriation and reintegration and reflect the strong commitment to humanitarian principles, regional stability, and a shared understanding that punitive measures alone are not enough to prevent the rise and persistence of extremism and violent extremism.

Despite these efforts, the comprehensive reintegration of returnees poses a complex set of challenges that require coordinated and sustained local, national, and regional responses. Returnees often face a combination of legal, psychological, and social needs that cut across sectors and institutions and require whole-of-society approaches to address. The design and implementation of a comprehensive, rights-based approach to prosecution, rehabilitation, and reintegration (PRR) is therefore critical to ensuring long-term reintegration and preventing cycles of recidivism and social exclusion.

The joint project *“Prosecution, Rehabilitation and Reintegration of Individuals Returning from Iraq and Northeast Syria to Central Asia”* is implemented with the financial support of the European Commission Service for Foreign Policy Instruments (ref. NDICI THREAT 2025 / 482993) by the three GCTF Inspired Institutions as implementing partners, as of 1st June 2025 and for a period of 3 years. The project, hereinafter *“EU PRR project”*, seeks to strengthen national capacities of Tajikistan and Uzbekistan to address the complex challenges of returnees in a holistic, human rights-based manner.

Within the EU PRR project, the initiative adopts a holistic approach covering prosecution, rehabilitation, and reintegration (PRR) by combining the strengths of three consortium partners. In both countries, the implementing partners will work closely with national authorities to bring complementary expertise in social, psychological support, technical support and strategic communications, focus on the criminal justice response and procedural aspects, ensuring a holistic and multi-disciplinary approach to returnee

case management.

GCERF advances community-based reintegration through grants to civil society organisations and their capacity-building.

Hedayah is using advisory and technical support and strategic communications to enable frontline workers and Governments, including law enforcement, prisons, social workers and others, to develop and implement comprehensive National Strategies for PRR and to build community trust and support for effective reintegration.

The IIJ's contribution to the project focuses on strengthening the capacity of judicial and law enforcement actors to investigate, prosecute, and manage cases involving FTFs and their family members in line with international human rights standards. This will support safe and lawful repatriation while contributing to long-term national security in Uzbekistan and Tajikistan.

4. Specific key tasks and deliverables

Under the overall guidance of the lead representatives of all three implementing partners, the consultant will work under the supervision of the designated focal points of the consortium and will maintain regular coordination (weekly or as required) with all three implementing partners. The Consultancy will entail the following responsibilities.

In-country representation and coordination

- Act as the focal contact point for the consortium, respectively in Tajikistan or Uzbekistan.
- Serve as an interlocutor between the consortium and key national stakeholders/authorities (e.g., GPO, MFA, security agencies).
- Represent and speak on behalf of the consortium, ensuring coordinated communication and advocacy.
- Provide contextual cultural and political advice to guide strategies and engagements.
- Ensure availability for direct communication with national partners and the consortium Team.

Stakeholders' engagement facilitation and monitoring

- Facilitate national-level engagements, serving as a catalyst to overcome Central Asia-specific challenges.
- Help organise and facilitate discussions, meetings, and targeted interventions, providing detailed feedback and reports.
- Conduct regular monitoring and share regular context updates on legal and administrative reviews of relevant PRR developments, national laws and regulations, providing the consortium Team with timely updates.

Strategy and technical support

- Support the development, communication and implementation of national work plans and activities.
- Assist in strategy drafting and provide technical advice to align activities with consortium and national priorities.

Reporting and communication

- Provide inputs to the consortium as a whole, the implementing partners individually according to the time shared, to donor's reporting, particularly on context, emerging needs, and stakeholder developments.
- Draft, review, and check official correspondence (letters, reports, minutes) for quality and accuracy.

- Document outcomes of meetings and engagements, and distribute minutes and key takeaways to relevant parties.

Deliverables and timeline

The consultant will be responsible and accountable for the following deliverables:

- Weekly reporting on the development and sustainability of regular liaison and work relationships with GPO, MFA, and other national authorities as in-country focal point. Drafting and presentation of actionable follow-up points.
- Bi-weekly support to the development, communication and implementation of national work plans and activities. Draft, review, and finalise official correspondence, meeting minutes and reports.
 - o Provide weekly/bi-weekly updates summarizing engagement progress, follow-up actions, and key takeaways from stakeholder interactions.
- Monthly context updates and analysis reports, covering political, security, and legal/administrative developments relevant to PRR.
- Ad hoc reporting on the in-country representation of the IIs and the consortium, providing cultural/political advice and ensuring open channels of communication with stakeholders.
- Timely reporting on inputs for donor and project reports, highlighting context, emerging needs, and stakeholder engagement outcomes.
- Final comprehensive report at the end of the consultancy agreement summarizing key achievements, lessons learned, and recommendations for future in-country engagement.

5. Consultancy period

The consultancy will be a full time fixed-term contract, with the possibility of being renewed, to start on 15 January 2026 for a period of 12 months until 14 January 2027, with a three-month trial period.

The consultancy may be extended to facilitate the further implementation of national work plans and activities. The assessment of such extension will be performed at the end of the present consultancy.

6. Consultant criteria and qualifications

To successfully carry out the tasks and deliverables outlined above, the ideal consultant will need to demonstrate a comprehensive skill set and a broad range of competencies, including:

Understanding of PRR challenges and national context

- Proven ability to serve as interlocutor on behalf of a consortium of international organisations and maintain balanced engagement with national stakeholders in line with the EU PRR objectives.
- Proven understanding of prosecution, law enforcement and intelligence operations, and the challenges associated with national coordination and the broader PRR context.
- Proven knowledge and professional experience in the Central Asian context, particularly in Tajikistan and Uzbekistan, including political, legal, and cultural dynamics.
- Ability to provide cultural and political advice to guide stakeholders' engagement and strategic decisions.
- Proven understanding of "do no harm" principle in project management and cooperation with national partners.
- A minimum of ten (10) years of progressively responsible experience, with a focus on project/program management, peacebuilding, or related field.
- 5+ years of experience in CT and/or P/CVE would be considered a plus.

Language skills

- Russian and English languages proficiency (spoken and written) is highly desirable to facilitate engagement with the project team and local stakeholders; knowledge of Tajik and/or Uzbek would be considered an asset.

Stakeholders' engagement and networking

- Demonstrated ability to serve as an effective interlocutor between international organisations and in-country stakeholders.
- Proven skills in building and maintaining work relationships with government authorities and international partners.
- Experience in facilitating and ensuring productive dialogue and actionable outcomes.

International cooperation and capacity-building

- Experience in developing and implementing technical assistance programmes and workshops aimed at strengthening institutional capacities in governance, justice, or security sector reform.
- Ability to conduct awareness-raising activities and support knowledge-sharing on best practices, legal frameworks, and policies in counterterrorism, rehabilitation, and reintegration (PRR) contexts.

Strategic planning and analytical skills

- Demonstrated experience in supporting the drafting action plans, national work plans, and roadmaps for institutional reform or capacity development.
- Strong analytical skills, with proven ability to deliver regular context monitoring and political/security analysis reports.

Reporting and communication

- Excellent drafting and communication skills in English and Russian, including the ability to produce high-quality reports, meeting minutes, and official correspondences. Experience contributing to donor reporting and ensuring timely, accurate, and strategic inputs.
- Strong interpersonal skills and proven ability to represent international organisations in high-level settings.

Application

Qualified candidates are invited to submit their CV and motivation letter, clearly stating their **salary expectations**, by Wednesday 17th December 2025 to these email addresses all together: hr@hedayah.ae / hr@theiij.org / careers@gcerf.org.

Applications must be submitted via email with the subject line: *"EU PRR – Senior National Focal Point (Tajikistan and Uzbekistan)"*.

Due to the high volume of applications, only shortlisted candidates will be notified.