



STRENGTHENING COMMUNITY POLICING IN ALBANIA

Terms of References

For a **Community Policing Expert** to support activities related to implementation of the **Component I-** ‘Improving the effectiveness of implementation of Community Policing’, Sub-Components 1.1 ‘Improved capacities to implement CP philosophy’, 1.2 ‘Supporting leadership to integrate CP’ and 1.3. ‘Accountability of CP implementation’ of the SCPA Program - phase 3.

Type of Contract	-	Short term consultancy
Languages Required	-	English and Albanian
Location		Albania
Duration	-	up to 105 w/days per year
Commencement Date	-	April 2026

1. Programme Background

Sweden has a long fruitful story on supporting the Albanian MoI and Albanian State Police (ASP) over the past years to develop Community Policing (CP) in Albania. From 2012 Sweden provided assistance through the SACP Program (Swedish Support to MIA/ASP on Community Policing - 1st phase) and the SCPA Program (Strengthening Community Policing in Albania – 2nd phase). The Program focused on providing support to MoI and ASP in order to improve security and safety service delivery to the communities, to increase trust between the police and various stakeholder groups, as well as to increase partnership with the population (in particular youth).

The 3rd phase of the Programme “**Strengthening Community Policing in Albania**” 2024-2029 is designed to build up on the results of the first and second phases.

The programme aims to support the Albanian State Police (ASP) in strengthening its operational capacities and improving its engagement with local communities in line with European standards and best practices in community policing.

The primary objective of the Program **is to support the Albanian State Police in building mutual trust and partnership between police and communities in order to create safe neighbourhoods.** Another long-term objective is to contribute to increased public trust in the police so that the communities become more engaged and confident in the way that their safety and security needs are met. The intervention will require behavioral changes at a number of different levels, all of these are necessary to ensure a strong CP approach.

A central component of the programme is Component I – 'Improving the effectiveness of implementation of Community Policing', which focuses on consolidating and expanding the adoption of the community policing philosophy across ASP structures and operations.

Component I activities represent the core component of the programme, directly contributing to improved policing practices and enhanced cooperation between police and communities. By strengthening the knowledge and practical skills of police officers, the programme supports the ASP in fostering trust, improving responsiveness to community concerns, and promoting proactive policing approaches.

Through targeted training, mentoring, and institutional support, the programme seeks to strengthen the capacity of ASP officers to apply community policing principles effectively in their daily work.

2. Overall Goal

The overall goal of this assignment is to strengthen the implementation of community policing within the Albanian State Police (ASP) by supporting capacity building, mentoring, and institutional integration of community policing practices across Local Police Directorates (LPDs).

The expert will contribute to enhancing the ability of ASP officers to apply community-oriented policing approaches that foster trust, cooperation, and effective communication between police and communities, thereby improving public safety and responsiveness to citizens' concerns.

3. Specific Objectives

The specific objectives of the assignment are as follows:

- To support the delivery of community policing training for police officers across Local Police Directorates.
- To strengthen the capacity of General Patrol Officers and Community Policing Officers (CPOs) in applying community policing methodologies.
- To provide mentoring and coaching to mid- and low-level police managers to improve leadership and supervision in community policing practices.
- To support the integration of community policing elements into the Security Academy curricula.
- To contribute to strengthening the institutionalization of community policing approaches within the operational practices of the Albanian State Police.

4. Expected Outcomes

The implementation of this assignment is expected to contribute to the following outcomes:

- Increased knowledge and practical skills of police officers in applying community policing principles.
- Strengthened operational capacity of Community Policing Officers across all Local Police

Directorates.

- Improved leadership and management practices supporting community policing approaches.
- Enhanced cooperation and trust between police and local communities.
- Integration of community policing elements within ASP training structures and professional development programs.

5. Deliverables

Under the supervision of the **International Police Advisor (IPA)**, the Community Policing Expert will contribute to the following deliverables:

- Delivery of Community Policing training sessions for General Patrol (GP) police officers in 10 Local Police Directorates, targeting approximately **350 police officers** (3 training days per group). The expert will deliver at least one day of training per group.
- Delivery of refresher Community Policing training sessions for GP police officers in LPDs Elbasan and Shkodra, targeting approximately **100 police officers**, delivering at least one day of training per group.
- Delivery of refresher workshops for Community Policing Officers (CPOs) across all LPDs (approximately **650 officers**), consisting of one-day workshops implemented in two phases every second year. The expert will deliver at least one day of training per group.
- Support to the IPA in organizing and delivering a workshop with lecturers from the Security Academy to present and discuss the integration of Community Policing elements into police training curricula.
- Support to the IPA in delivering specialized workshops on community policing practices for mid-level police managers.
- Contribution to mentoring and coaching activities for mid- and low-level police managers across all LPDs and police commissariats.
- Preparation of coaching materials, mentoring tools, and monitoring frameworks to support mentoring activities.
- Preparation of brief activity reports and contributions to programme monitoring and evaluation processes.

6. Location and Target Participants

The activities will be implemented in Albania, primarily across the Local Police Directorates (LPDs) and relevant training facilities of the Albanian State Police, including the Security Academy.

Target Participants

The main beneficiaries of the activities include:

- General Patrol Police Officers (GPOs)
- Community Policing Officers (CPOs)
- Mid-level and low-level police managers
- Lecturers and cadets from the Security Academy

Travel to selected regions may be required.

7. Estimated workload

The Community Policing Expert will be engaged for **up to 105 working days per year**.

The workload will include:

- Preparation and adaptation of training materials
- Delivery of training sessions and workshops
- Participation in mentoring and coaching activities
- Preparation of reports and documentation
- Coordination meetings with the programme team and ASP counterparts

The exact number of working days will depend on the programme work plan and scheduling of activities.

8. Duration and Timeline

The assignment is expected to commence in April 2026.

The consultancy will run throughout the programme implementation period with intermittent assignments depending on activity planning.

9. Required Qualifications, Skills, and Competencies

- The STE should demonstrate the ability to successfully conduct the assignment. Candidates should meet the following minimum qualifications:

9.1 Education

- University degree in Law, Police Studies, Security and Safety, Social Sciences, or related fields.

9.2 Professional Experience

- At least 5 years of professional experience in the field of policing, public safety, community security, or related areas.
- Demonstrated professional experience in working with police institutions or law enforcement agencies.
- Experience in designing and delivering training programs, workshops, or capacity-building activities for police officers or public institutions.
- Experience in mentoring or coaching police personnel or public sector professionals is considered an advantage.
- Previous experience in international cooperation programmes, donor-funded programs, or technical assistance initiatives supporting Albanian institutions is considered an asset.

9.4 Technical Skills and Competencies

- Strong knowledge and understanding of Community Policing philosophy, principles, and operational practices.
- Practical understanding of police organizational structures, operational procedures, and public order management.
- Excellent training facilitation and adult learning skills.
- Strong analytical and problem-solving abilities.
- Excellent communication and stakeholder engagement skills, particularly with police officers at different hierarchical levels.
- Strong report writing and drafting skills in English.
- Ability to work effectively in multi-disciplinary and international programme environments.
- Good organizational and time management skills, including the ability to manage multiple assignments and meet deadlines.

10. Reporting and Coordination

The STE will report to SCPA Team Leader and work in close coordination with the State Police, and other relevant stakeholders involved in the CP area. The Community Policing Expert will work in cooperation with the International Police Advisor (IPA) and in close coordination with the programme management team and relevant ASP counterparts.

The expert will coordinate closely with the training structures of the Albanian State Police, including the Security Academy and Local Police Directorates.

11. Application Procedure

Interested candidates are invited to submit the following documents:

- Cover Letter outlining their relevant experience and motivation.
- Updated Curriculum Vitae (CV) highlighting qualifications and professional experience.

Applications must be submitted in English language.

Applications should be submitted electronically to: info@cp-project.al

The deadline for receipt of applications is: **25 March 2026 – Close of Business (CoB)**

Only **shortlisted candidates** will be contacted.