Request for Application for Consultancy

Recruitment of Assessors to Conduct a Technical Needs Assessment of POCA 2022 - Relevant Institutions

1. Background

Nigeria's **Proceeds of Crime (Recovery and Management) Act, 2022 (POCA 2022)** provides a unified legal framework for tracing, seizure, forfeiture, management, and disposal of proceeds of crime. Sixteen key institutions have been identified as central to its implementation, including law enforcement agencies, regulatory bodies, the judiciary, and financial intelligence units.

To support the effective operationalization of POCA 2022, there is an urgent need to assess the **institutional readiness, technical capacity, and systemic gaps** across 7 of these institutions, in the first instance. This Technical Needs Assessment (TNA) will serve as a baseline for developing targeted capacity-building, policy, and coordination interventions.

2. Objective of the Assignment

The goal of this assignment is to **conduct a Technical Needs Assessment of 7 relevant Nigerian institutions** mandated under POCA 2022, in order to:

- Identify gaps in institutional capacity (legal, human, technical, procedural).
- Evaluate inter-agency coordination and compliance systems.
- Recommend short-, medium-, and long-term interventions to strengthen implementation of POCA 2022.

3. Scope of Work and Required Qualification

Under the guidance and supervision of the Lead Assessor / Project Director, each assessor will be assigned a subset of the 7 institutions and work collaboratively to:

- Conduct **desk review** of institutional mandates, legal frameworks, and and past reviews or relevant literature.
- Develop and apply **TNA tools** including interview guides, questionnaires, scoring matrices.

- Engage in **key informant interviews** with officials and stakeholders in each institution.
- Assess **technical infrastructure, staffing, SOPs, case management systems, and legal frameworks** related to POCA implementation.
- Evaluate knowledge of **asset tracing, seizure, management, disposal, and inter-agency coordination**.
- Contribute to a consolidated report summarizing institutional gaps and capacity-building needs.

In particular, the following is required of each candidate

Assessor 1: Institutional Assessor

Scope of Work

- Review institutional legal frameworks related to POCA implementation.
- Conduct interviews with representatives of relevant institutions.
- Evaluate capacity gaps in case handling, asset recovery, inter-agency coordination, and judicial oversight.
- Contribute to the development of recommendations and inputs into the final report.

Qualifications

- Degree in Law, Criminology, or Development Studies or equivalent with a relevant postgraduate qualification.
- At least 7 years' experience in research, criminal justice reform, governance or anti-corruption laws.
- Familiarity with Asset Recovery Frameworks and related frameworks or
- Demonstrated experience conducting **technical or capacity assessments** in the public sector is an added advantage.
- Strong technical writing and stakeholder engagement skills.

Assessor 2: Field Assessment Coordinator

This role will support desk reviews, institutional data collection, coordination, risk mapping, and analysis.

Scope of Work

- Assist with the coordination of field visits and interviews.
- Develop data collection templates and conduct interviews.
- Analyze findings using risk and institutional performance frameworks.
- Support visual risk mapping and contribution to final report.

Qualifications

- Degree in Law, Public Administration, Policy, Economics, or related field.

- 5–7 years' experience in data collection, field research, or institutional capacity assessment.
- Experience in risk analysis or monitoring & evaluation a strong asset.
- Demonstrated experience conducting **technical or capacity assessments** in the public sector is an added advantage.
- Technical writing and strong interpersonal skills.

4. Duration

- Up to 15 working days over 8 weeks.
- Location: Abuja, Nigeria

4. Deliverables

- Inception report with methodology, work plan, and assessment tools.
- Completed institutional assessment reports for assigned institutions.
- Input into consolidated technical needs assessment report.
- Presentation of findings and recommendations to stakeholders.

7. Application Requirements

Interested candidates should submit the following documents:

- A **cover letter** outlining relevant experience and understanding of the assignment.
- An up-to-date **Curriculum Vitae (CV)**.
- **Two professional references** (including name, title, organization, and contact information).
- One sample of relevant **technical or assessment work** conducted in the past.

8. Submission Guidelines

All applications must be submitted by **August 8, 2025** to info@africancenterdev.org with the subject line: **Application – POCA 2022 Technical Needs Assessment Assessor**. Only shortlisted candidates will be contacted.

9. Equal Opportunity

We strongly encourage applications from qualified **women, persons with disabilities, and individuals from underrepresented regions** of Nigeria. All applications will be assessed strictly on merit.