

Terms of Reference on

***Consultancy to Professionalizing Crime Investigation with specific
focus on Gang and Homicide Investigation***

MALDIVES POLICE SERVICE

Strategic Development Directorate
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1. Introduction

To tackle the increasing violent crimes in the Maldives and improve policing through better investigation of crimes, the Maldives Police Service (MPS) seeks assistance from a qualified and experienced international consultant to provide consultancy to the MPS in bringing strategic reforms and enhancements relating to crime investigation with special focus on gang and homicide investigation. This Terms of Reference (TOR) stipulates the detailed requirement of the consultancy.

2. Background

Over the last few years, Maldives has witnessed an increase in crimes, especially violent and gang related crimes. This has led to serious concerns relating to safety and security of citizens and residents and numerous measures are underway to address the problem. In this regard, the Parliament has passed new legislations to address the problem while some of the remaining is pending at the Parliament. As the Maldives consolidate its new democracy, addressing these security and safety needs are urgent.

As the central law enforcement agency of the Maldives, the MPS has a significant role to play through prevention, detection and investigation of crimes. Over the past years, it has been recognized that the MPS requires capacity building to investigate gang related crimes, especially those resulting to homicide. Thus, the MPS seeks assistance from a qualified and experienced gang/homicide investigation consultant to provide the MPS with skills and knowledge they require to conduct and manage investigations in a competent manner, inspiring confidence in the investigator and the wider criminal justice system.

3. Aims

A primary role of the consultant will be to build capacity in the area of gang and homicide investigation so that in the medium to long term, MPS officers can continue to operate efficiently.

4. Objectives

The objective of this consultancy is:

1. Development of an effective intelligence structure for investigation of gang and homicide crimes in Maldives
2. Transforming the processes and procedures of gang and homicide investigation cases leading to increased conviction within the Maldives criminal justice system.
3. To improve the professional competence of MPS in investigation of crimes that is based on the best available evidence.

5. Specific Tasks

The consultant is expected to perform the following tasks:

- Understanding the Maldives' legal context in regards to the conduct of crime investigation.
- Understanding the existing capacity of MPS' specialist crime investigation portfolio.
- Review investigative training products MPS delivers to its officers.
- Review investigative and its associated procedures and processes.
- Develop a phased out plan to build capacity of MPS' specialist crime investigation portfolio in conjunction with stake holding components within MPS and the wider Criminal Justice System.
- Develop investigative procedures and manuals in line with legislative requirements.
- Provide consultancy to the design of investigative training products.
- Monitor and guide all serious gang investigations and homicide investigations conducted during the consultancy period

6. Duration and Management of the Assignment

The duration of this consultancy is for a period of 6 (six) months of which at least 3 months should be spent in Maldives. The consultant will work closely with the Strategic Planning Department and the Specialist Crime Command of the MPS. Periodic reports will need to be made to the Commissioner of Police and the Executive Management.

7. Outputs

The outputs will consist of procedures and guidelines for conducting gang/homicide investigations, a report for strategic reforms and enhancements for improving investigation and a training program to investigation officers. In addition to this, any other additional outputs the consultant deems necessary and important from the consultancy may be submitted.

All documents and outputs may be submitted in English.

8. Required Skills & Experience:

- The consultant must be a serving or retired police officer with substantial experience in investigation. It is expected that the person will have no less than 15 years of experience in policing in a police organization of a developed country.
- Candidate must have undergone high level investigative training courses during his/her professional career.
Should have held a senior management position in the police organization he/she served at.
- Possess project management skills and knowledge. Ability to provide constructive comments to organizational management of investigation related activities is required.
Experience in similar consultancy and assistance to foreign institutions will be highly desirable.