



Best Practices in training of judges and prosecutors

Category of practice: **Innovative Training Methodology**

Type of practice: **Good Practice**

Country: **Romania**

April, 2014

Title of practice	Recruitment of Trainers and Evaluation of Trainers Performance
Key features:	<p>In Romania, training staff are recruited through an open competition procedure overseen by a commission of three members (including one of the NIM Directors and a NIM trainer specialised in educational sciences) who are appointed by the Scientific Council of the School.</p> <p>In stage one the commission evaluates the applications and shortlists suitable candidates. Competences cover seniority, qualifications, professional experience in the field required, scientific publications etc.</p> <p>In stage two there is a personal interview where the commission assesses communication skills and ability to interact with adults, in-depth specialised knowledge and reasoning abilities, ability to undertake research through the use of multiple sources and linguistic abilities etc.</p> <p>After this interview, the commission grades each candidate using a scale from 1 to 10 and only the candidates achieving the minimum grade of 8 qualify for the following stage.</p> <p>In the third stage, candidates perform in a demonstration seminar before a judicial group or a demonstration seminar within the continuous training programme. Their performance is assessed according to criteria such as demonstrated practical abilities and attitudes, logical sequencing of the presentation, adaptability to various training methods in relation to the training objectives and the group profile, compliance with the principles of</p>

adult training, logic and clarity in the specialised field, use of appropriate learning resources, time management etc.

Candidates applying for the position of internship co-ordinators are evaluated for a trial period of one month.

At the end of this procedure the commission reclassifies the candidates using the same scale from 1 to 10. Those achieving a grade of 8 or higher are recommended for recruitment to the Scientific Council.

This Council then selects the candidates to be submitted for approval to the High Council of Magistracy. However, candidates applying for the position of full-time trainer can only be appointed after an additional interview with the members of the Scientific Council.

After their appointment, trainers are annually assessed on the basis of specific methodologies adapted for each type of training. The annual assessment of trainers and co-ordinators of internships is based on the procedures and criteria set up by the *Statute of the NIM training staff*, according to *four assessment sources*: the self-evaluation filled in by the trainer/co-ordinator of internships, an assessment made by the person responsible for the particular field of study, the evaluation forms filled in by the participants in the training events and the assessment made by the NIM's specialist in educational sciences.

Each individual overall annual evaluation is submitted for approval to the Scientific Council. If the results of this evaluation process bring changes to the network of the NIM's training staff, they are submitted to the High Council of Magistracy for approval.

NIM keeps all evaluation details on a database as, after each seminar, NIM's staff input all the information gathered from comments made by participants in the evaluation forms.

This database offers a centralised overview of the quality of the training provided by NIM, an individual assessment of each trainer (global, per year or per seminar) and the topics that each one of them has presented.

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<p><i>Other comments</i></p>	<p>This GOOD PRACTICE provides a clear, objective and predictable selection and evaluation procedure for trainers and provides an objective answer to questions such as: 'how one can identify and recruit the best people in the system?', 'how can one evaluate the quality of a potential trainer?', 'what are the criteria one should observe when selecting a new trainer?' and 'what should the selection procedure consist of?' It is presented here as a source of inspiration for other national training institutions.</p>

Source: Pilot Project - European Judicial Training: "*Lot 1 – Study on best practices in training judges and prosecutors*", carried out by the European Judicial Training Network (EJTN)