



Best Practices in training of judges and prosecutors

Category of practice: **Innovative Curricula or Training Plan in any Given Area**

Type of practice: **Good Practice**

Country: **Bulgaria**

April, 2014

Title of practice	Court Mentors
Key features:	The use of workplace mentors and trainers is a standard common practice in most EU countries. It allows a smooth transition of the trainee judge or public prosecutor into the judicial system and places particular emphasis on the practical side of the training, provided on an individualised basis. The mentor is normally a highly experienced judge or prosecutor with good pedagogical skills. Workplace training and mentoring aims to maintain the level of effective governance and to create opportunities and conditions for tacit, experience-based knowledge as well as an appropriate ground for discussion on performance and effectiveness. In Bulgaria, this practice is found after the completion of the term of mandatory training at the training centre. When the junior judges begin their active professional work, they still need the expert guidance of a mentor to facilitate their integration into the judiciary and provide them with practical tools to handle their day-to-day obligations. NIJ is mandated by law to follow-up the performance of its graduates during their first two years within the judiciary. The mentors are trained by NIJ and periodically meet together to exchange Good Practices as to how to keep the performance of junior judges and prosecutors in line with the initial training they have received at NIJ. This system provides NIJ with feedback about how the initial training programme, (content, organisation, etc.) meets the requirements of practice. The mentors are also involved in the evaluation of junior judges carried out by the Supreme Judicial Council (SCJ).

<i>Institution contact details</i>	National Institute of Justice (NIJ) 14 EkzarhYossif Str 1301 Sofia Bulgaria Phone: + 359 2 9359 100 Fax.: + 359 2 9359 101 Email: nij@nij.bg Website: http://www.nij.bg
<i>Other comments</i>	This is a GOOD PRACTICE that can serve as a model for refreshing to a greater or lesser extent the systems of workplace trainers and mentors that are in place in most EU Member States for the training of judges and prosecutors.

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)