

Terms of reference

# Consultant, Criminal investigations training

## About the Basel Institute on Governance

The Basel Institute on Governance is an independent centre of expertise dedicated to advancing good governance and countering corruption. Our aim is to contribute to a more peaceful, just and sustainable world. We work hand in hand with governments, civil society and the private sector to prevent corruption, recover illicit assets and foster business integrity. Our approach combines capacity building and learning, convening and peer engagement, hands-on advice and mentoring, and applied research and policy guidance. Together, they advance knowledge, practice and policy on anti-corruption and related fields. With field operations worldwide, the Basel Institute has some 150 staff covering more than 30 nationalities. It is an Associated Institute of the University of Basel.

The **International Centre for Asset Recovery (ICAR)** is a specialised centre at the Basel Institute that works together with partner countries to strengthen their capacities to recover illicit assets. We place particular emphasis on hands-on mentoring on investigation methods and confiscation and prosecution strategies, as well as international cooperation. The aim is two-fold: to build capacity and effectively progress cases to the stage of recovery. We also develop and deliver tailor-made training; support legislative and institutional reform processes; and work with other international organisations to advance innovation and global policy dialogue on asset recovery.

## Project: Strengthening anti-corruption enforcement and asset recovery capacity in Mozambique

Since 2018, following a request from the *Procuradoria-Geral da República de Moçambique* (PGR), the Basel Institute on Governance has been providing support to Mozambique in strengthening the country's anti-corruption efforts, including the investigation and prosecution of complex international corruption cases and recovering stolen assets.

This cooperation is funded by the Swiss Agency for Development and Cooperation (SDC) (Mozambique). The first phase of the programme was implemented from November 2019, through March 2024. The second phase of the programme began in April 2024, for a 45-month period ending December 2027.

The overall objective of the programme is to reduce the political, economic and social costs of corruption on development for Mozambique by creating an environment that deters engagement in corrupt practices by public servants, office holders, private companies and citizens. While the larger programme – across all partners – has four result areas, ICAR’s intervention focuses on Outcomes 1 and 4, specifically:

Outcome 1: Strengthen the Public Ministry: Mozambican institutions responsible for combating corruption, money laundering and asset recovery use effective methods and techniques to combat corruption, investigate and prosecute financial crimes, and recover stolen assets.

Outcome 4: Improved legal and institutional framework: Improved effectiveness of the legal framework and institutional structure in the fight against corruption, financial crime and asset recovery.

These outcomes are expected to be achieved through technical assistance aimed at building the skills and knowledge of staff of judicial institutions, namely the PGR, the courts and the country’s criminal police, in relation to combating corruption, money laundering, criminal investigation and asset recovery. It will also support the strengthening of the country’s legislative framework on money laundering and other forms of economic and financial crime, and assist the PGR in creating new internal structures to enhance its ability to combat corruption and money laundering.

The United Kingdom’s Foreign, Commonwealth and Development Office (FCDO) is providing complementary funding for ICAR’s intervention in 2026, with the aim of increasing its impact. This funding supports clearly defined, ring-fenced areas of work, including additional training specifically for criminal investigators at the provincial level. In particular, it targets SERNIC investigators assigned to the Central Office for Combating Organized and Transnational Crime (GCCOT), Central Office for Combating Corruption (GCCC) and Provincial Prosecutors’ Offices, to expand results under programme Outcome 1.

## **Assignment**

The international consultant, working in coordination with the Team Leader, Mozambique, other ICAR experts, and relevant representatives of the PGR, will design and deliver training to criminal investigators assigned to the PGR (both centrally and in provincial offices) on skills in criminal investigations.

The training will support investigative teams in developing and implementing suitable strategies and analysis in support of complex economic and financial crime investigations,

particularly those requiring international cooperation and relevant techniques for the collection, processing and analysis of intelligence and evidence.

**Activities and timeline**

The international consultant will undertake the following activities over a maximum of 75 billable days between 1 May and 15 December 2026, including up to four separate missions to Mozambique:

1. Prepare and deliver one five-day specialised training for SERNIC investigators assigned to the PGR's GCCCOT office in Maputo. Expected delivery dates to be confirmed. Time allocation: 11 days’ work (one day for international travel; five days for delivery; five days for preparation and post-training wrap-up).
  
2. Jointly with other ICAR Mozambique team members, prepare and deliver three five-day on-site specialised trainings to mixed teams of prosecutors, investigators and judicial clerks in selected provinces (most likely Zambézia, Gaza and Niassa). Expected delivery dates: 25–29 May, 13–17 July and 12–16 October. Time allocation: 27 days’ work (four days for international travel; seven days per session for delivery, including domestic travel; two days for remote preparation and post-training wrap-up).
  
3. Prepare and deliver three five-day on-site specialised trainings for criminal investigators in Nampula, Beira and Maputo City. Expected delivery dates to be confirmed. Time allocation: 37 days’ work, of which a maximum of 30 days will be spent on mission in Mozambique (three to four days for international travel, for up to two missions; eight days per session for delivery including domestic travel; nine to ten days total for preparation and post-training wrap-up).
  
4. Contribute to donor reports and other project documents when requested, as well as to technical engagement with the donor and other stakeholders, providing contributions relevant to the expert’s area of intervention. Expected delivery dates: As requested over the contract period. Time allocation: To be agreed with the Team Leader on a case by case basis, with adjustments to day allocations under other activities.

**Deliverables**

No.	Activity	Deliverables	Deadline
1	One five-day on-site specialised training to criminal investigators in GCCCOT (Maputo City).	One training report in format / with annexes as agreed with the	Report: Seven calendar days after conclusion of corresponding mission.

		Team Leader, plus training materials pack.	Training pack, submitted with training report.
<b>2</b>	Three five-day on-site specialised trainings for mixed teams of prosecutors, investigators and judicial clerks in selected provinces.	Three mission reports in format/structure as agreed with the Team Leader.	Reports (three in total): Seven calendar days after conclusion of corresponding mission.
<b>3</b>	Three five-day on-site specialised trainings for criminal investigators in Nampula, Beira and Maputo City.	Three mission reports in format/structure as agreed with the Team Leader, plus training materials pack	Reports (three in total): Seven calendar days after conclusion of corresponding mission.

## Reporting

The Consultant will report directly to the Team Leader, Mozambique.

## Qualifications

- At least 10 years of practical working experience in a country other than Mozambique in investigating corruption, related financial crimes and asset recovery, for example as a lead investigator in such cases, including at least five years in the context of complex, multi-jurisdictional investigations and/or prosecutions.
- Ability to mentor and deliver training on criminal and financial investigation.
- Demonstrated understanding of, and practical experience in, international cooperation in criminal and financial investigations.
- Ability to work independently and as well part of a team in challenging operational environments.
- Ability to build and maintain collaborative working relationships with prosecutors, investigators and senior-level government employees.
- Experience working in developing countries, ideally in Africa.
- Experience in the use of IT tools relevant for investigative and administrative tasks.
- Fluency in written and spoken Portuguese and proficiency in spoken English are essential.
- A law degree or evidence of legal studies is an advantage.

## **Applications**

Interested applicants should submit an expression of interest of not more than three pages, outlining qualifications and experience as relevant for the assignment (one page) and their CV (two pages).

Applicants must confirm in their application: (a) their ability to assume this paid assignment in full (or any limitations therein), including all required travel to Mozambique; and (b) their expected daily rate (unit, currency).

Please submit applications to [proposal@baselgovernance.org](mailto:proposal@baselgovernance.org) no later than 18:00 CET on 6 March 2026. Only shortlisted candidates will be contacted.

**\*\*\* Why work with us? Watch this [video](#) to find out more. \*\*\***