



Organization of  
American States

**GENERAL SECRETARIAT  
ORGANIZATION OF AMERICAN STATES  
Inter-American Drug Abuse Control Commission (CICAD)  
Secretariat for Multidimensional Security**

**CONSULTANT: EXPERT ON ALTERNATIVES TO INCARCERATION (ATI) FOR  
DRUG RELATED OFFENSES IN THE AREAS OF CASE CARE MANAGEMENT  
SYSTEMS AND SOCIAL INTEGRATION PROCESSES**

**Type of contract:** Independent consultancy

**Organizational Unit:** Institutional Strengthening Unit of the Executive Secretariat of the Inter-American Drug Abuse Control Commission (CICAD), Secretariat for Multidimensional Security of the Organization of American States (OAS).

**Start date:** May 1, 2024 (tentative)

**Term:** Twelve months (12) months (with the possibility of extension for twelve additional months upon satisfactory performance and funds availability)

**Location:** Any OAS member state

**Gross compensation:** US\$6,500.00 to US\$7,500.00 per month. Commensurate with experience and education.

**Background:**

The Secretariat for Multidimensional Security (SMS) of the General Secretariat of the Organization of American States (GS/OAS) promotes and coordinates cooperation among OAS member states and between them, the Inter-American system and other bodies in the international system, in order to access, prevent, confront, and respond effectively to threats to security, with a view of being the leading point of reference in the Hemisphere for developing cooperation and capacity-building in OAS member states.

The Inter-American Drug Abuse Control Commission (CICAD) is the Western Hemisphere's policy forum for dealing with the drug problem. The CICAD Executive Secretariat (ES-CICAD) supports the Commission by strengthening the human and institutional capabilities and channeling the collective efforts of its member states to reduce

the production, trafficking, and use of illegal drugs. ES-CICAD assists member states in the implementation of CICAD's Hemispheric Drug Strategy and its accompanying Plan of Action, and serves as Technical Secretariat for CICAD.

The Institutional Strengthening Unit (CICAD/ISU), within the Drug Control Capacity Building and Technical Assistance Section, includes among its objectives: (1) to assist member states in strengthening their institutional, technical, and human resources capabilities for the implementation of its policies on drugs; and (2) to promote the training and the continuous capacity building of different actors, including civil society, involved in the design, implementation and monitoring of drug policies.

**RELEVANT PROJECT(S):** Supporting the expansion of Alternatives to Incarceration (ATI) in OAS member states, including the Case Care Management system for drug related offenses; supporting the efforts of the U.S.-led Global Coalition to Address Synthetic Drug Threats regarding ATI; and supporting the Strengthening Therapeutic Communities and Treatment Centers in Latin America and the Caribbean with Italian Support (FOCTALI) Phase III project.

**DUTIES AND RESPONSIBILITIES:** Under the direction of the Chief of CICAD/ISU, the consultant will be conducting the following duties and responsibilities:

- Provide technical assistance to the U.S.-led Global Coalition to Address Synthetic Drug Threats and support the work of the Coalition's subgroup on Addressing Populations in Contact with the Criminal Justice System, whose scope includes ATI. Ensure ongoing liaison with participating member states under the above two initiatives for project implementation and monitoring purposes.
- Provide technical assistance and expertise to participating member states to strengthening their capacity to plan and implement new ATI programs, including Case Care Management (CCM) systems. This work will include providing road maps for member states to implement existing programs, protocols, and toolkits.
- Plan the content and delivery of training activities under ATI and FOCTALI.
- Provide technical expertise in the development of the CCM curriculum for adolescents and ATI curriculum for executives and leaders at the ministerial level.
- Lead the exchange of best practices and technical assistance in the field of social integration for drug related offenders in the context of the FOCTALI initiative with participating member states from Latin America the Caribbean.
- Support the Chief of CICAD/ISU in the development of project reports, documents, presentations, and communications under the aforementioned projects.

**REQUIREMENTS:**

- Advanced professional or native proficiency in reading, writing, listening, and speaking in English and Spanish, including the ability to write complex policy and program documents with minimal editing, as well as public speaking skills.
- At least fifteen years' experience working on the development and implementation of social integration programs.

- Prior experience working in the development and/or implementation of a Case Care Management (CCM) system under any alternative to incarceration program.
- Knowledge of evidence-based practices for alternatives to incarceration programs, including practices related to judicial supervision, treatment and, particularly, social integration programs.
- Prior experience in working on ATI at the international level, preferable with UNODC, OAS, or similar international organization environment.
- Understanding of government and institutional structures in English-speaking Caribbean countries.
- Experience as a trainer on the development of CCM systems and therapeutic communities.
- Availability to travel internationally.

**HOW TO APPLY:**

Please send the following documents to Santiago Moreno ([SMoreno@oas.org](mailto:SMoreno@oas.org)) before 5 p.m. Washington, D.C., time on February 24, 2024.

1. Current resume;
2. Cover letter; and
3. Names and contact information of no more than three (3) professional references.

Writing samples and a language test may be required for candidates later in the selection process.

**The GS/OAS embraces equality, diversity and inclusion. Thus, the GS/OAS, in accordance with its rules and regulations, is committed to providing equal opportunities in employment, achieving a diverse staff, and will take into account a wide geographic representation, as well as gender equity and equality, in the selection of candidates.**