

Country Focal Point - Technical Assistance to the Ministry of Interior of Uruguay

Duration: 1 year

Location: Montevideo, Uruguay

Background

The Global Initiative Against Transnational Organized Crime (GI-TOC) is an independent civil society organization headquartered in Geneva, Switzerland, with a globally dispersed Secretariat working across 42 countries. Founded in 2013, GI-TOC brings together a global network of more than 800 independent experts and a team of over 140 staff dedicated to understanding and responding to organized crime. Through research, analysis, policy engagement and support to civil society actors, GI-TOC works to deepen understanding of organized crime and strengthen effective, rights-based responses.

The GI-TOC works to:

1. Identify, analyse and map criminal trends and patterns of regional instability, and their impact on illicit flows, governance, development, security, conflict and the rule of law.
2. Connect and support key stakeholders, including from civil society, working on organized crime and corruption, and on their links to instability and conflict.
3. Strengthen local monitoring and analysis of national, regional and international organized crime and insecurity trends.

Memorandum of Understanding with the Ministry of Interior of Uruguay

The Global Initiative Against Transnational Organized Crime (GI-TOC) and the Ministry of Interior of the Oriental Republic of Uruguay (MI-Uruguay) have formalised a new collaboration through the signing of a Memorandum of Understanding (MoU), marking an important step in strengthening democratic security, evidence-based policymaking and regional cooperation in Latin America.

The agreement is grounded in a shared understanding that organized crime represents one of the most pressing threats to democratic governance, sustainable development and citizen security across the region. Both parties recognise the urgent need to deepen research, support institutional resilience and promote coordinated responses that are legitimate, effective and sustainable.

This initiative aligns with the growing regional momentum to address organized crime through holistic and evidence-based approaches — momentum reflected also in the launch of the Latin American and Caribbean Group on Security and Democracy (GLACSED), a platform designed to strengthen public security policies, multilevel cooperation and respect for the rule of law. GI-TOC serves as the Technical Secretariat of GLACSED, bringing analytical capacity and a broad expert network to support regional coordination efforts.

GLACSED — Latin American and Caribbean Group on Security and Democracy

Since 2025, GI-TOC has been serving as technical secretariat of a high-level political coalition: the Latin American and Caribbean Group on Security and Democracy (GLACSED). This is a new regional platform formally launched in February 2026 at the National Palace of Culture in Guatemala City. The initiative aims to strengthen evidence-based public security policies, multilevel cooperation, and respect for the rule of law across Latin America and the Caribbean, bringing together national authorities, former presidents, international experts, and representatives of subnational governments.

The objective of GLACSED is to emphasise the need for political consensus and narratives, expert knowledge, and concrete on-the-ground action to counter criminal networks within the framework of the rule of law and democratic institutions.

1. Purpose of the role

The Country Focal Point will hold two central responsibilities within the GLACSED framework in Uruguay: on one hand, they will lead the research process and the production of technical reports in line with the priorities identified by the Ministry; on the other, they will facilitate and coordinate the technical assistance process, acting as the strategic liaison between the GI-TOC Technical Secretariat and the Ministry of Interior. The role is essential to ensure that project activities are aligned with national institutional priorities, implemented with technical rigour, and contribute effectively to the strengthening of evidence-based, democratic public security policies.

2. Duties and responsibilities

- **Research and production of thematic reports**
 - Support the Area of Statistics and Applied Criminology (AECA) of the Ministry of Interior of Uruguay.
 - Develop scientific and analytical products on criminal groups and illegal markets.
 - Participate in research groups and projects.
- **Institutional coordination**
 - Serve as the primary liaison between the GI-TOC / GLACSED Technical Secretariat and the Ministry of Interior of Uruguay.
 - Facilitate access to institutional counterparts, documents, and working spaces required for project implementation.
 - Support the establishment and functioning of the Country Working Group (CWG), including the convening of meetings and agenda management.
 - Maintain regular communication with the GI-TOC Technical Secretariat on the progress of activities.
- **Country assessment**
 - Conduct the structured technical assessment of national security strategies, prevention initiatives and justice policies at national and local levels.
 - Facilitate access to primary and secondary sources of information relevant to the assessment (policy documents, institutional data, key stakeholders).
 - Analyse gaps, strengths and opportunities to improve effectiveness, accountability and respect for human rights.
 - Draft and validate the country assessment report with relevant national counterparts.

- **Technical assistance**

- Design the country-specific technical assistance plan, in coordination with the Technical Secretariat and the CWG.
- Support the deployment and logistical coordination of the expert team (security, justice and communications) during in-country missions.
- Monitor progress against the policy-strengthening objectives defined in the technical assistance plan.
- Manage inter-institutional coordination to ensure coherent and effective implementation.

- **Documentation and systematisation**

- Lead the documentation of the technical assistance process, including methodologies applied, adaptations made, and lessons learned.
- Elaborate the country systematisation report, documenting the process to inform future replication and regional dialogue.
- Keep records of CWG meetings, activities, and decisions.
- Produce a policy brief translating assessment findings into actionable policy recommendations.

3. Required qualifications

- **Education**

- University degree in law, political science, international relations, criminology, public administration, or related disciplines.
- Postgraduate training in public security, criminology, public policy, human rights, rule of law, or related disciplines.

- **Professional experience**

- Between five (5) and ten (10) years of professional experience in public security, criminal policy, criminal justice, or democratic governance in Uruguay and Latin America.
- Demonstrated experience working with or within Uruguayan state institutions, particularly the Ministry of Interior or the National Police.
- Experience in inter-institutional coordination processes.
- Experience in the management or implementation of international technical cooperation projects in the security and/or justice sector.
- Experience in diagnostic processes, public policy assessment, or systematisation of experiences.

- **Technical skills**

- Strong knowledge of the institutional architecture of public security in Uruguay (Ministry of Interior, National Police, criminal justice system).
 - Capacity to analyse and interpret public security policies from a democratic and human rights perspective.
 - Excellent written and oral communication skills in Spanish (native or equivalent). Proficiency in English is desirable.
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- **Personal competencies**

- Ability to engage at senior levels with government officials and institutional actors.
- Facilitation, mediation, and participatory process management skills.
- Results-oriented with the ability to work independently and meet deadlines.
- Political sensitivity and ability to navigate complex institutional environments.
- Commitment to democratic values, the rule of law, and human rights.

4. Key deliverables

#	DELIVERABLE	INDICATIVE TIMELINE
1	Initial work plan detailing the coordination strategy with the CWG and the Ministry of Interior.	Month 1
2	Minutes of meetings (including agreements, commitments and follow-up on decisions): - Coordination with the CWG - Coordination with the GLACSED / GI-TOC Technical Secretariat - Working sessions with institutional counterparts at the Ministry of Interior	Monthly
3	Report on: - Stakeholder mapping and feasibility analysis of the technical assistance process. - Identification of the Ministry's thematic research priorities.	Month 2
4	Country assessment report documenting existing security strategies, prevention initiatives and justice policies at national and local levels.	Month 3
5	Country-specific technical assistance plan validated by the Ministry of Interior and GI-TOC.	Month 4
6	Bi-monthly progress reports on the technical assistance process.	Bi-monthly (months 6, 8, 10)
7	Thematic research reports in accordance with the priorities identified by the Ministry (number and topics to be defined).	Ongoing
8	Report on expert in-country missions (security, justice and communications), including activities carried out, results achieved, and commitments made.	Per mission
9	Systematisation report documenting the technical assistance process, methodologies applied, results achieved, challenges encountered, lessons learned, and recommendations for the future.	Month 11
10	Policy brief with concrete recommendations outlining options to strengthen democratic, evidence-based security policies in the country.	Month 12

5. Contract conditions

- **Modality**

The Country Focal Point will be engaged through a professional services contract with GI-TOC as an independent consultant. The position does not imply an employment relationship with GI-TOC or any Uruguayan state institution.

- **Duration**

The contract will be for one (1) year.

- **Location**

The position will be based in Montevideo, Uruguay. Regular participation in regional GLACSED events may be required.

- **Reporting line**

The Country Focal Point will report to the GLACSED Technical Secretary and to the AECA Manager (MI-Uruguay).

6. Applications

Interested parties can submit their applications to glacsed@globalinitiative.net to reach us by 30 July 2026.

Please include :

- Resume
- Cover Letter
- Details of three (3) References

GI-TOC reserves the right to request interviews and/or additional documentation from shortlisted candidates.

The selection process guarantees equal opportunity and incorporates gender and diversity criteria.

