

**Terms of Reference for a Legal Expert.  
To support the development of South Sudan Anti-Doping Policy in Sports**

Office/ Unit	UNESCO Juba – Social and Human Science
Title	Consultant (Anti-Doping Legal Expert)
Country	South Sudan
Project locations	Juba, South Sudan
Type of Contract	Short Term Consultancy
Duration of contract	20 working days with delivery in 60 days.
Closing Date	26 April 2026
Application Details	Interested applicants should submit their updated resume by email to <a href="mailto:juba.hr@unesco.org">juba.hr@unesco.org</a> Please clearly type the job title in subject. Only short-listed candidates will be contacted for further assessment. <b>Applications from qualified women candidates are encouraged.</b>

**Background:**

South Sudan officially ascended to the International Convention against Doping in Sport by depositing its instrument of accession with UNESCO on January 15, 2024. The Convention officially entered into force for South Sudan on March 1, 2024, in accordance with its Article 37, which stipulates that the Convention becomes effective for a new State Party on the first day of the month following the expiration of a one-month period after the deposit date. This officially affirms South Sudan’s commitment to the implementation of the International Convention.

South Sudan is part and party to several International and Regional Sports frameworks and since its accession to the International Convention, South Sudan has actively continued to participate in several international sports, notably at the Olympics since 2016 the excellent performance in basketball during the last Olympic Games that took place in Paris in, France 2024. The country continues to develop and grow in other sports like blind football, aiming to build national identity and peace, with prominent athletes emerging in basketball and para-sports, even competing under the Refugee Olympic Team. The nation became an International Olympic Committee (IOC) member in 2015 and recently joined the International Paralympic Committee (IPC) in 2025, allowing its para-athletes to compete under their own flag, marking a significant step in global recognition.

Anti-Doping in sport refers to the comprehensive efforts and programs designed to prevent athletes from using banned performance-enhancing substances and methods, thereby preserving the integrity, fairness, and health of the sport and its participants. The International Convention against Doping in Sport constitutes a **legally binding international framework** through which States Parties commit to harmonizing their national anti-doping policies and legislation with internationally agreed standards. **This legal framework is complemented by the World Anti-Doping Code**, by the World Anti-Doping Agency (WADA), which serves as the **technical and operational reference framework** for the implementation of anti-doping programmes.

National anti-doping policy frameworks should be grounded in the principles of the Convention

and implemented in a manner that is consistent with, and respectful of, the core principles of the World Anti-Doping Code.

**Anti-Doping Rule Violations (ADRVs)** include the presence, use, or attempted use of a prohibited substance or method; evading or refusing sample collection; whereabouts failures; tampering with the doping control process; and possessing, trafficking, or administering prohibited substances or methods. Other violations involve complicity, prohibited association with sanctioned individuals, and actions to discourage reporting.

**Consequences of violating Anti-Doping Rules** include provisional suspension which can range from a warning to a lifetime ban, disqualification of results, financial penalties, and public disclosure of the violation.

It is against this backdrop that South Sudan needs a national Anti-Doping Policy Framework to support its obligations as a State Party to the International Convention against Doping in Sport and to ensure its effective implementation. In this context, the Ministry of Youth & Sports, with the support from UNESCO Anti-Doping Secretariat, is developing the South Sudan Anti-Doping Policy as a roadmap for ensuring compliance to the Convention.

### **Objective of the Policy**

- To regulate free and fair competition in Sports, by promoting equal opportunities, ensuring athletes regardless of their background have equal opportunities to participate and succeed in Sports
- To maintain public trust and to guide Sports personnel and managers in maintaining the integrity of sports, ensuring a level playing field, and protecting the health of athletes  
To ensure free and fair play by preventing athletes from gaining an unfair advantage using performance-enhancing drugs (PEDs) or substances that are prohibited in Sports.
- To ensure that the national anti-doping governance is structured in line with the Convention, its frameworks and methodology, enabling sustainable institutional development.

### **Expected Outcome**

- A South Sudan Anti-Doping Policy, a framework that shall equip implementing stakeholders with evidence-based insights and strategic understanding
- A policy that shall provide a roadmap for development and establishment of an Anti-Doping commission that shall strengthen inter-collaboration for an integrated programming
- The policy shall enhance program effectiveness, promote ethical sporting practices, and provide a structured pathway for achieving a doping-free sporting in South Sudan.

### **Methodology**

#### **1. Preparing training content:**

- In consultation with the Ministry of youth & Sports, All Sports Federation, the National Olympic Committee, Paralympics Committee, UNESCO, Ministry of Health, Ministry of Gender, Child and Social Welfare, Ministry of General Education, Ministry of Higher Education both national and sub-national and other relevant stakeholders, the consultant will carry out consultations and draft the policy.

- The consultant shall carry out desk reviews of similar policies both regionally and at the international level.
- Map the draft Policy in line with the Convention, the principles of the Code, and where relevant, make use of the Model Strategic Framework (MSF) as a supporting tool.
- Share the draft with UNESCO and the Ministry of Sports & Youth for review and approval, integrate any necessary edits.
- Conduct a public review and validation of the draft policy.
- Consolidate inputs and recommendations and share the final draft policy with UNESCO and the Ministry of Youth & Sports.

<b>Deliverables</b>	
<b>Expected Outputs:</b>	<b>Number of days</b>
<p>Deliverables</p> <ol style="list-style-type: none"> <li>1. Inception report. Detailing methodology, work plan, and proposed structure for the exiting frameworks and policies. This report should outline the approach to the desk review, stakeholder consultations, and possible outreaches.</li> <li>2. Submit a comprehensive report summarizing the findings from the review and consultations desk. This report should analyze South Sudan’s Sport ecosystem, highlight the current context, challenges, and opportunities available in the national, regional, and international contexts.</li> <li>3. Report on Stakeholder outreach and Consultations; A summary of the consultations with stakeholders consulted, including key recommendations and insights</li> <li>4. Share a final report detailing the roadmap for developing a national strategy and action plan for promoting inclusion in South Sudan Sports.</li> <li>5. Prepare to validate the draft</li> <li>6. Final South Sudan Anti-Doping Policy Framework, aligned with the Convention and the principles of the Code, for consideration and formal adoption by the Ministry of Youth &amp; Sports.</li> </ol>	<p>20 working days and delivery in 60 days</p>

All reports must be submitted to UNESCO in an electronic file. The report must include a cover page, main document, and include links to all relevant annexes.

**Approval of reports:** Reports will be approved by UNESCO technical officers, and this will form the basis of the payment that will be determined in accordance with UNESCO’s policies and procedures.

## Payment schedule

Duration of the Consultancy		
Sn.	Deliverable	Payment
1.	Inception report and detailed activity plan with budget	20%
2.	The initial draft South Sudan Anti-Doping Policy for review	20%
3.	The draft South Sudan Anti-Doping Policy for public review and validation through a workshop	40%
4.	Transmission of the final South Sudan Anti-Doping Policy, incorporating feedback from the public review and validation process. This shall apply once the final copy is approved by UNESCO Anti-Doping Secretariate and the Ministry of Youth & Sports	20%
	<b>Total</b>	100%

### How to Apply

#### Technical proposal comprising of the following:

- Articulation of technical approach to the assignment/tasks, including the methodology and indicative workplan/timeline and budget
- Letter of Confirmation of Interest and Availability
- Personal CV or P11, indicating all prior experience with similar projects, as well as the contact details (email and telephone number) of three (3) professional references.
- Brief description (max. 1 page) of why you consider yourself as the most suitable for the assignment, and a methodology (max. 1 page) for how you will approach and complete the assignment.

#### Financial proposal:

- Indicating the all-inclusive, fixed total contract price, supported by a breakdown of costs.

### The following documents shall be required from the applicants:

- a) **Personal CV or P11**, indicating all past positions held and their main underlying functions, their durations (month/year), the qualifications, as well as the contact details (email and telephone number) of the Candidate, and at least three (3) the most recent professional references of previous supervisors. References may also include peers.
  - A cover letter (maximum length: 1 page) indicating why the candidate considers him/herself to be suitable for the position.
  - Complete UNESCO Vendor Form and registration requirements

**b) Corporate Competencies:**

- Demonstrates professional competence and expertise on the subject matter.
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability.
- Able to work in team environment.
- Treats all people fairly without favouritism.

**Functional Competencies:**

- Excellent understanding of International Conventions on Sports and International Sport bodies including regional and national frameworks.
- Excellent and critical reasoning and problem-solving skills.
- Excellent skills in the use of computer software packages (MS Word, Excel, etc.).

**Development and Operational Effectiveness:**

- Demonstrates strong oral and written communication skills.
- Builds strong relationships with stakeholders, clients, and external actors.
- Remains calm, in control and good humoured even under pressure.
- High degree of self-motivation and initiative.
- Willingness to learn and apply new analytical approaches.