

Professionalizing Law Enforcement in the Central African Republic
INL18CA0002-AMECAR-LawEnforcement-121517
Questions and INL Responses
January 16, 2018

1. On page 3, the initial project period is indicated to be 1 year, whereas on page 7 the period of performance is indicated to be 18 months. Could you please confirm the initial project period for this opportunity?

INL Response: The Period of Performance is 18 months, as indicated on page 7.

2. Recognizing the NOFO's emphasis on a wholistic [sic] approach, the prioritization on training a substantial cohort of the police and gendarmerie, and the focus on basic, management, and leadership skills training; we are interested to know if providing in-depth and specific training of a specialized nature to a specific cadre of police on subject matter including forensic investigation skills would fulfill the objectives of this NOFO?

INL Response: Specialized or highly technical training is not encouraged during the 12 months of the Period of Performance, and does not serve the objectives of the NOFO. The objective of the proposed project is to build the foundations for effective, operational law enforcement forces. As such the rank-and-file, first line supervisors, and senior law enforcement executives require certain skills to be effective and operational in their assigned rank. However, as the NOFO noted, CAR law enforcement has the following shortcomings that hamper the exercise of law enforcement within CAR's communities:

- 1) the large majority of CAR law enforcement officers have not had basic law enforcement training;
- 2) CAR law enforcement institutions do not have basic capabilities in core functions like human resources, logistical support/procurement, mid-level and executive management, and finance/budgeting;
- 3) 3) CAR law enforcement institutions are essentially "flat," despite having a hierarchy of positions, with routine, basic matters often rising to the top for the Director General to decide. Admittedly, certain structures are ostensibly in place, such as an organizational structure, hierarchy for

command, and a training academy, but the implementation and effective operation of law enforcement is severely lacking.

As such the training should concentrate of providing foundational skills training on three levels (general ranks of officers): rank and file, first line supervision / management, and executive. That is, the training will one the basic skills for all three general ranks. Of course, the trainers will need to adjust once on the ground and in contract with law enforcement practitioners and international partners (UN, EU, USA). An exception to this will likely be CAR's Judicial Police, a rough equivalent to U.S. "detectives," which has had training in basic investigation skills, but such skills may refresher or additional training to take them to the next level of capability and competency.

3. For the police trainers, is it possible to have 20 or 30 years active duty policing experience in lieu of the bachelor's degree requirement?

INL Response: A Bachelor's degree in Criminal Justice is minimally required, although candidates with extensive experience may be considered. If no Bachelor's degree, the candidate would need to show a minimum of five (5) years of experience as a trainer at a state-accredited law enforcement academy or training institution, and five (5) years as a supervisor or manager on a police force. The other requirements must also be met, including French language fluency.