

TERMS OF REFERENCE

Consultancy for a Reflection on the Office of the Special Prosecutor (OSP)

1. Background

The establishment of the **Office of the Special Prosecutor (OSP)** in 2018 marked a critical milestone in Ghana's anti-corruption and governance reform agenda. Mandated to investigate and prosecute high-level corruption and corruption-related offences, the OSP was intended to operate with a high degree of independence from political interference. Its creation responded to long-standing public demand for a more credible and impartial enforcement of Ghana's anti-corruption laws.

As the OSP reaches its seventh year of operations, the Ghana Center for Democratic Development (CDD-Ghana), with support from GIZ and EU, is commissioning an independent review of the institution's performance and impact. This reflection is part of a broader effort to assess institutional accountability, promote democratic governance, and inform future reforms in Ghana's anti-corruption landscape.

2. Purpose of the Assignment

The main objective of this consultancy is to conduct a comprehensive reflection on the Office of the Special Prosecutor, to assess:

- Mandate implementation and performance
 - Legal, policy and administrative environment
 - Political and social environment
 - Institutional development and operationalization
 - Public trust and perception
 - Effectiveness and relevance
 - Sustainability as a national anti-corruption mechanism
 - Extent to which it has contributed to broader transparency and accountability goals
 - Evaluate its efforts in engaging and protecting women, youth, persons with disabilities, and other marginalized groups within the state's anti-corruption efforts.
 - Evaluate how its design and operations address gender and social inclusion concerns;
 - Offer evidence-based recommendations for reform, capacity building, and donor support.
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- Lessons learned and recommendations for future reforms

3. Scope of Work

The consultant will be expected to:

1. Review the legal and institutional framework establishing and governing the OSP.
2. Assess the operational performance of the OSP from 2018 to 2025, including:
 - Case handling, investigative approach and innovations
 - Investigations and prosecutions outcome
 - Asset recovery
 - Prevention efforts
 - Collaboration with other anti-corruption and accountability agencies

3. Examine governance, administrative, institutional capacity, and performance, including:
 - Reporting and transparency mechanisms
 - Governance performance
 - Independence
 - Asset recovery
4. Analyze public and stakeholder perceptions of the OSP's effectiveness, independence, and credibility.
5. Identify key achievements, challenges, and missed opportunities over the seven-year period.
6. Provide comparative insights from similar anti-corruption institutions in the region and globally. (Kenya, South Africa, Nigeria, Sierra Leone, U.K. etc)
7. Offer actionable recommendations to strengthen the OSP and Ghana's anti-corruption architecture.

4. Deliverables

The consultant is expected to produce the following:

1. **Inception Report** – *outlining methodology, work plan, key informants, and timeline (within two weeks of contract signing).*
2. **Draft Reflection Report** – *a detailed analytical report (approx. 40–60 pages) with findings and preliminary recommendations.*
3. **Validation Workshop** – *presentation of findings to CDD-Ghana and key stakeholders for feedback.*
4. **Final Report** – *revised report incorporating stakeholder inputs and policy recommendations.*
5. **Policy Brief** – *a concise (2–4 page) summary of key findings and recommendations for dissemination.*

5. Duration and Timeline

The assignment is expected to last **up to 10 weeks**,¹ starting from the date of signing the contract.

6. Qualification and Experience

The ideal consultant should have:

- A minimum of a Master's degree in Law, Public Policy, Political Science, Governance, or related fields.
- Proven experience in governance, institutional assessments, and anti-corruption policy analysis.
- Strong research, analytical, and writing skills.
- Familiarity with Ghana's legal and institutional anti-corruption framework.

¹ Would normally take about 6 -8 weeks without the stakeholder's consultation.

- Ability to engage a wide range of stakeholders, including public officials, civil society, and legal practitioners.

7. Reporting and Supervision

The consultant will report to the PAIReD Project Implementation Team at CDD-Ghana. Regular progress meetings will be held to ensure alignment with project objectives.

8. Application Process

Interested consultants (individuals or firms) should submit the following:

- A technical proposal detailing understanding of the assignment, methodology, and work plan
- CV(s) of lead consultant and team members, if applicable
- Sample(s) of similar work done

Applications should be submitted via email to jobs@cddgh.org by **Friday, 8 August 2025**.