

United Nations Mechanism for International Criminal Tribunals

Senior Trial Attorney, P-5*

DEADLINE FOR APPLICATIONS	:	19 September 2017
DATE OF ISSUANCE	:	21 August 2017
OFFICE	:	Office of the Prosecutor
LOCATION	:	The Hague
JOB OPENING NUMBER	:	17-LEG-RMT-840302-R-The Hague (R)

United Nations Core Values: Integrity, Professionalism, Respect for Diversity

Organizational setting and Reporting:

This position is located in the Office of the Prosecutor, under the general guidance of the Prosecutor.

Responsibilities:

- Conduct trials as the Prosecuting Attorney (leader of the prosecution team) on behalf of the Prosecutor before the Chambers.
- Supervise the prosecution of criminal cases, and responsible for the management of the trial team and sets the direction of the case, being responsible for formulating positions taken before the Chambers, including in written filings;
- Coordinate and direct teams of other legal officers or trial attorneys, guide and supervise the work of junior officers; organizing and prioritizing the workload and providing general coordination and supervision of legal assignments.
- Provide authoritative legal advice on a diverse range of highly complex or novel substantive and procedural questions of law.
- Organise and supervise the preparation of legal opinions, as well as oversee legal research and analysis on highly complex or novel legal issues/questions and prepare legal opinions, studies, briefs, reports and correspondence.
- Appears in court, being responsible for high level or complex witnesses where necessary.
- Set the direction for any investigations needed for the presentation of the case or to respond to the case for the defence.
- Responsible for coordinating with any other attorneys or prosecution trial teams who may be working on issues common to their cases, or on issues that affect the office as a whole.
- Represent the Prosecutor in trials before the Chambers where applicable.
- Serve on various standing boards, committees, ad hoc working groups and task forces as required;
- Promote the work of the United Nations and represent the organization at meetings, conferences, seminars etc as required.
- Contribute to review and design of new, or new applications of legal instruments, policy, guidelines, systems etc.

Core Competencies:

- **Professionalism** – In-depth theoretical knowledge, including knowledge of criminal law (both substantive and procedural), and extensive broad-based experience in applying legal expertise to analysing a diverse range of highly complex and novel legal issues and problems and in developing innovative and creative solutions, or in prosecuting complex criminal cases. Superior skills in legal writing and expression and ability to prepare legal briefs, indictments, opinions, or legal submissions/motions and a variety of legal instruments and related documents for submission to senior officials or to the Chambers, where applicable; original and creative thinking, independent judgment and discretion in handling major legal issues/cases; highly developed negotiating skills and ability to persuade and influence others to reach agreement; demonstrated planning, management and organisational skills and ability to coordinate the work of teams and individuals, ensuring the quality and timelines of outputs and good understanding of the dynamics of working in an international environment. Ability to defend difficult issues and positions before senior officials and to prosecute high profile indictees. Shows pride in work and in achievements; demonstrates professional competence and mastery of subject matter; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; is motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations.
 - **Teamwork** – Works collaboratively with colleagues to achieve organisational goals; solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings.
 - **Planning and Organising** – Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities as required; allocates appropriate amount of time and resources for completing work; foresees risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary; uses time efficiently.
 - **Managing Performance** – Delegates the appropriate responsibility, accountability and decision-making authority; makes sure that roles, responsibilities and reporting lines are clear to each staff member; accurately judges the amount of time and resources needed to accomplish a task and matches task to skills; monitors progress against
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United Nations Mechanism for International Criminal Tribunals

milestones and deadlines; regularly discusses performance and provides feedback and coaching to staff; encourages risk-taking and supports creativity and initiative; actively supports the development and career aspirations of staff; appraises performance fairly.

- **Judgement/Decision-making** – Identifies the key issues in a complex situation, and comes to the heart of the problem quickly; gathers relevant information before making a decision; considers positive and negative impacts of decisions prior to making them; takes decisions with an eye to the impact on others and on the Organisation; proposes a course of action or makes a recommendation based on all available information; checks assumptions against facts; determines that the actions proposed will satisfy the expressed and underlying needs for the decision; makes tough decisions when necessary.

QUALIFICATIONS

Education:

Advanced degree in law from a University of recognized standing, and admission to the practice of law in a national system. A first level university degree in combination with two additional years of qualifying experience may be accepted in lieu of an advanced university degree.

Work Experience:

Minimum of 10 years of progressively responsible professional legal experience, including at least seven years in criminal law. Extensive experience in conducting major prosecutions. Advanced advocacy skills essential. Experience leading a multi-disciplinary team in a lengthy and complicated criminal prosecution is highly desirable.

Languages:

English and French are the working languages of the Mechanism for International Criminal Tribunals. For the post advertised, fluency in oral and written English is required. Knowledge of a second official UN language is an advantage.

Assessment Method:

There may be a technical test followed by a competency based interview.

Special Notice:

The appointment is limited to the Mechanism for International Criminal Tribunals. ***Appointment of the successful candidate to this position will be subject to budgetary approval.** Extension of the appointment is subject to the extension of the mandate and/or the availability of funds. As the international tribunals are not integrated in the Secretariat, UN Staff Members may serve on assignment or secondment from their parent department/office if selected. Appointments of staff members in the United Nations are subject to the authority of the Secretary-General. Staff Members are expected to move periodically to new functions in accordance with established rules and procedures, and may in this context be reassigned by the Secretary-General throughout the Organization based on the changing needs and mandates.

For this position, applicants from the following Member States, which are unrepresented or underrepresented in the UN Secretariat as of 30 April 2017, are strongly encouraged to apply: Afghanistan, Andorra, Angola, Antigua and Barbuda, Bahrain, Belarus, Belize, Brazil, Brunei Darussalam, Cabo Verde, Cambodia, Central African Republic, Chad, China, Comoros, Cyprus, Democratic People's Republic of Korea, Dominica, Equatorial Guinea, Gabon, Grenada, Guinea-Bissau, Honduras, Indonesia, Islamic Republic of Iran, Iraq, Japan, Kiribati, Kuwait, Lao People's Democratic Republic, Lesotho, Liberia, Libya, Liechtenstein, Luxembourg, Malaysia, Marshall Islands, Federated States of Micronesia, Monaco, Mozambique, Nauru, Norway, Oman, Palau, Papua New Guinea, Poland, Qatar, Russian Federation, Saint Lucia, Saint Vincent and the Grenadines, Samoa, Sao Tome and Principe, Saudi Arabia, Seychelles, Solomon Islands, South Sudan, Suriname, Syrian Arab Republic, Thailand, Timor-Leste, Turkmenistan, Tuvalu, United Arab Emirates, United States of America, Vanuatu, Bolivarian Republic of Venezuela and Viet Nam.

The United Nations Secretariat is committed to achieving 50/50 gender balance in its staff. Female candidates are strongly encouraged to apply for this position.

NOTE FOR PREVIOUSLY ROSTERED CANDIDATES

Roster candidates must express their interest and availability for published job openings by submitting an updated PHP and cover letter.

No Fee:

THE UNITED NATIONS DOES NOT CHARGE A FEE AT ANY STAGE OF THE RECRUITMENT PROCESS (APPLICATION, INTERVIEW MEETING, PROCESSING, TRAINING OR ANY OTHER FEES). THE UNITED NATIONS DOES NOT CONCERN ITSELF WITH INFORMATION ON BANK ACCOUNTS.

United Nations Considerations

Candidates will be required to meet the requirements of Article 101, paragraph 3, of the Charter as well as the requirements of the position. The United Nations is committed to the highest standards of efficiency, competence and integrity for all its human resources, including but not limited to respect for international human rights and humanitarian law. Candidates may be subject to screening against these standards, including but not limited to whether they have committed, or are alleged to have committed criminal offences and/or violations of international human rights law and international humanitarian law.

United Nations Mechanism for International Criminal Tribunals

The United Nations shall place no restrictions on the eligibility of men and women to participate in any capacity and under conditions of equality in its principal and subsidiary organs. (Charter of the United Nations - Chapter 3, article 8). The United Nations Secretariat is a non-smoking environment.

Applicants are urged to follow carefully all instructions available in the online recruitment platform, inspira. For more detailed guidance, applicants may refer to the At-a-Glance on "The Application Process" and the Instructional Manual for the Applicants, which can be accessed by clicking on "Manuals" hyper-link on the upper right side of inspira account-holder homepage.

Applications are pre-screened by the system according to the published requirements of the job opening on the basis of the information provided in the application. In relation to the requirements of the job opening, applicants must provide complete and accurate information pertaining to their qualifications, including their education, work experience, and language skills. Each applicant must bear in mind that submission of incomplete or inaccurate applications may render that applicant ineligible for consideration for the job opening. Initial screening and evaluation of applications will be conducted on the basis of the information submitted. Applications cannot be amended following submission. Candidates under serious consideration for selection will be subject to a reference-checking process to verify the information provided in the application.

Job openings advertised on the Careers Portal will be removed at midnight (New York time) on the deadline date.

HOW TO APPLY:

All applications must be submitted through the UN Inspira portal. The Mechanism for International Criminal Tribunals is not able to accept applications for this vacancy via email.

Internal applicants may go to <https://inspira.un.org>

External applicants may go to <https://careers.un.org>
