

United Nations Mechanism for International Criminal Tribunals

Appeals Counsel, P-4

DEADLINE FOR APPLICATIONS	:	28 September 2017
DATE OF ISSUANCE	:	30 August 2017
OFFICE	:	Office of the Prosecutor
LOCATION	:	The Hague
JOB OPENING NUMBER	:	17-JUR-RMT-84720-R-THE HAGUE (R)

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

Organizational setting and Reporting:

The position is located in The Hague Branch of the Office of the Prosecutor and reports to the Principal Legal Counsel and Senior Appeals Counsel.

Responsibilities:

Under the guidance of the Principal Legal Counsel or a Senior Appeals Counsel, the incumbent:

- Coordinates the Prosecution's position in relation to appeals heard before the Appeals Chamber of the MICT. This will involve handling a wide range of multidisciplinary and complex legal matters involving substantive and procedural issues of international and domestic criminal law and to a lesser extent issues related to international humanitarian law (public international law).
- Reviews judgments and orders of Trial Chambers and advises on grounds of appeal. Attends to all stages of the proceedings, coordinating a team of junior lawyers to ensure drafts are prepared in order to comply with filing deadlines and orders of the Appeals Chamber. Undertakes or directs extensive analysis and legal research of legislation and jurisprudence, both from national and international jurisdictions.
- Reviews trial records and prepares or directs the preparation and drafting of appeal briefs, motions, responses, and legal & factual memoranda as necessary.
- Attends court with the Principal Legal Counsel or Senior Appeals Counsel and appears as co-counsel at hearings before the Appeals Chamber.
- Assists the Principal Legal Counsel or Senior Appeals Counsel in the preparation of oral argument and in the presentation of oral submissions before the Appeals Chamber.
- Coordinates teams of other legal officers, investigators and analysts in preparation of appeals briefs, evidence motions, and motions before the Appeals Chamber.

Core Competencies:

- Professionalism - Experience at international criminal tribunals or experience in handling complex criminal cases from national appeals litigation involving considerable legal drafting (e.g. High Courts, Cour de Cassation, Supreme Court, Court of Appeals, Constitutional Court). Knowledge of both procedural and substantive international criminal law. Experience in applying legal expertise to diverse range of complex legal issues. Excellent legal writing skills and experience drafting legal briefs and opinions under pressure and with short deadlines. Experience editing legal drafts prepared by others. Demonstrates planning and organizational skills and ability to coordinate the work of others. Strong analytical skills and ability to conduct comprehensive legal research on a range of issues. Can balance a number of cases and works in an efficient and directed manner. Presents complex legal submissions and is a skilful oral advocate. Discretion and sound judgement in applying legal expertise to sensitive, complex legal issues. Strong negotiating skills and ability to influence others to reach agreement. 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; 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.

MANAGERIAL COMPETENCIES

- Leadership – Serves as a role model that other people want to follow; empowers others to translate vision into results; is proactive in developing strategies to accomplish objectives; establishes and maintains relationships with a broad range of people to understand needs and gain support; anticipates and resolves conflicts by pursuing mutually agreeable solutions; drives for change and improvement; does not accept the status quo; shows the courage to take unpopular stands. Provides leadership and takes responsibility for incorporating gender perspectives and ensuring the equal participation of women
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and men in all areas of work; demonstrates knowledge of strategies and commitment to the goal of gender balance in staffing.

- **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 university degree in law. First-level university degree in combination with qualifying experience may be accepted in lieu of the advanced university degree.

Experience:

Minimum of 7 years of progressively responsible legal experience, in the field of criminal law, international criminal law or international humanitarian law. Has courtroom advocacy experience. Prior experience at the ICTY, ICTR, or other international criminal tribunal or court is highly desirable.

Languages:

English and French are the working languages of the Tribunal. For the post advertised, fluency in oral and written English is required. Knowledge of French 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. 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 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.

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.

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.

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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>
