

# United Nations Mechanism for International Criminal Tribunals

Legal Officer, P-3

DEADLINE FOR APPLICATIONS	:	31 March 2018
DATE OF ISSUANCE	:	02 March 2018
OFFICE	:	Office of the Prosecutor
LOCATION	:	The Hague
JOB OPENING NUMBER	:	18-LEG-RMT-93938-R-The Hague

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

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## Organizational setting and Reporting:

This position is located in the Office of the Prosecutor (OTP) of the United Nations Mechanism for International Criminal Tribunals (UNMICT) (The Hague Branch). The incumbent will work under the direct supervision of the Legal Officer and Officer in Charge/Senior Legal Officer.

## Responsibilities:

The incumbent will perform the following duties:

- Handles a range of issues related to criminal law in consultation with the Officer in Charge and/or the Legal Officer.
- Conducts extensive legal research and analysis and prepares legal opinions, filings and memoranda on a wide range of international criminal law issues.
- Conducts case-related research and analyzes legal documents and evidence.
- Drafts submissions, reports, analysis and correspondence.
- Facilitates case-related inquiries for visiting prosecutors and investigators and prepares or assists in the preparation of responses to requests for assistance from national and other requesting authorities and other access requests.
- Supervises searches for particular material and reviews the identified material for the purposes of disclosure to the defence or provision to requesting authorities.
- Assists in post-conviction investigations and court advocacy before the UNMICT as required.
- Contributes to capacity-building initiatives as needed.
- Assists and supports the work of the Arusha Branch as required.
- Performs other functions as directed by the Officer in Charge and/or the Legal Officer.

## Core Competencies:

- **Professionalism:** Knowledge of, and ability to apply, legal principles, concepts and procedures for review, examination, and processing of a range of legal documents and evidence. In-depth knowledge of substantive and procedural criminal law or international criminal law. Knowledge of various legal research sources, including electronic/online research tools, and ability to conduct research and analyze information on a wide range of legal issues. Ability to interpret and apply legal instruments, develop and present results, recommendations, and opinions clearly and concisely. Ability to draft legal documents and analyze evidence under pressure. Discretion and ability to apply sound legal judgment in the context of assignments given. Experience and ability to work well in a multicultural environment. 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.
- **Communication:** Speaks and writes clearly and effectively; listens to others, correctly interprets messages and responds appropriately; asks questions to clarify, and exhibits interest in having two-way communication; tailors language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed.
- **Planning & Organizing:** 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.

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## QUALIFICATIONS

### Education:

Advanced university degree (Master's degree or equivalent) in law. A first level university degree in combination with two additional years of qualifying experience may be accepted in lieu of an advanced university degree. Admission to practice law in a national jurisdiction is required. Standing at an international or internationalised criminal tribunal or court may be considered in lieu of admission.

### Work Experience:

Minimum of 5 years of progressively responsible legal experience in criminal law or international criminal law. Substantial international experience is highly desirable.

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## Languages:

English and French are the working languages of the Mechanism. For the post advertised, fluency in oral and written English is required. Knowledge of French is desirable. Knowledge of Bosnian/Croatian/Serbian is an asset.

## Assessment Method:

There will be a competency-based interview and there may also be a technical test.

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## Special Notice:

The appointment is limited to the Mechanism for International Criminal Tribunals. Appointment of the successful candidate on this position will be limited to the initial funding of the post. 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.

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## 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.

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>

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