

United Nations Mechanism for International Criminal Tribunals

Legal Officer P-3

DEADLINE FOR APPLICATIONS	:	10 April 2018
DATE OF ISSUANCE	:	12 March 2018
OFFICE	:	Office of the Prosecutor
LOCATION	:	The Hague
VACANCY ANNOUNCEMENT	:	18-LEG-RMT-94356-R-THE HAGUE (R)

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

Organizational Setting and Reporting:

The post is located in the Office of the Prosecutor (OTP) of the Mechanism for International Criminal Tribunals (MICT), The Hague Branch. The incumbent will work under the direct supervision of the Senior Trial Attorney.

Responsibilities:

The Legal Officer will act on behalf of the Prosecutor under the supervision of a Senior Trial Attorney in the re-trial of Stanasic and Simatovic. He/she will be required to take witness statements, proof witnesses before trial and lead or cross-examine witnesses in court as assigned. In consultation with the Senior Trial Attorney, handle a range of issues related to criminal (substantive, procedural and comparative) law regarding investigations and/or prosecutions. Assist the Senior Trial Attorney with analysis, legal assessment and organization of evidence compiled by investigators and analysts, including the use of sophisticated software automation tools developed for complex litigation. Assist the Senior Trial Attorney in fulfilling the Office of the Prosecutor's (OTP) obligations towards the Defence. Undertake legal research and analysis. Prepare or assist in the preparation of legal submissions (including briefs, motions/responses/replies, correspondence, memoranda etc) in the course of prosecutions. Prepare or assist the Senior Trial Attorney in strategies to maximize the efficacy and economy of the presentation of evidence. Provide guidance to more junior staff. Perform other duties as assigned.

Core Competencies:

- **Professionalism** – In-depth knowledge of criminal law (both substantive and procedural) and experience in presenting complex criminal cases, or knowledge of international legal procedures and instruments; significant experience in applying legal expertise to complex practical issues requiring innovative and creative solutions; strong analytical skills and ability to conduct comprehensive legal research on a range of issues, including those of a unique and/or complex nature; proficiency in legal writing and expression and ability to prepare legal briefs, opinions, indictments or legal submissions/motions, and a variety of legal instruments and related documents; ability to lead and cross-examine witnesses and to make substantial legal arguments before chambers of judges; discretion and sound judgment in applying legal expertise to sensitive, complex legal issues; strong negotiating skills and ability to influence others to reach agreement; demonstrated planning and organisational skills and ability to coordinate the work of others, work to tight deadlines and handle multiple concurrent projects/cases; good understanding of contemporary international relations and of UN system, organisation and interrelationships. Commitment to implementing the goal of gender equality by ensuring the equal participation and full involvement of women and men in all aspects of work. Shows pride in work and in achievements; demonstrates professional persistence when faced with difficult problems or challenges; remains calm in stressful situations.

- **Teamwork** – Works collaboratively with colleagues to achieve organizational 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.

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QUALIFICATIONS:

Education:

Advanced university degree in law, preferably with specialization in international, criminal or humanitarian 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.

Experience:

Minimum of 5 years of progressively responsible professional legal experience, at either the national or international level, preferably with an emphasis in criminal law, international law or humanitarian law. Previous experience in the executive office of an international organization or international court is highly desirable.

Language:

English and French are the working languages of the Mechanism. For the post advertised, fluency in written and spoken English is required. Working knowledge of the other is highly desirable

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 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.

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.

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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>
