

UNITED NATIONS INTERNATIONAL RESIDUAL MECHANISM FOR CRIMINAL TRIBUNALS

Associate Protection Officer, P-2 (Sarajevo)

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| DEADLINE FOR APPLICATIONS | : | 20 November 2019 |
| DATE OF ISSUANCE | : | 22 October 2019 |
| OFFICE | : | Registry/Witness Support & Protection Unit (WISP) |
| LOCATION | : | Sarajevo |
| JOB OPENING NUMBER | : | 19-JUR-RMT-125372-R-SARAJEVO (R) |

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

Organizational setting and Reporting:

This position is located in the Witness Support and Protection Unit (WISP), Registry - Sarajevo, Bosnia and Herzegovina. The incumbent will work as part of a team directed by the Head, WISP- Hague Branch.

*Appointment of the successful candidate to this position will be subject to budgetary approval.

Responsibilities:

The incumbent will assist the Head, WISP – Hague Branch in the provision of protection services to victims and witnesses appearing before the IRMCT by; ensuring the safety and security of all witnesses traveling to The Hague to testify during trials or hearings. This involves obtaining, organising and checking highly confidential information, liaising with the national and local authorities and ensuring the safe transfer and accommodation of witnesses. These activities take place before, during and after trials or hearings. Investigating and performing regular threat assessments. From those threat assessments make recommendations for all necessary protection measures to ensure their effective coordination and implementation. In the absence of the Protection Officer participate in negotiations with governments on agreements on the relocation of witnesses. Establish and maintain a network of contacts with specialised agencies and liaise with relevant governmental and non-governmental bodies that will assist in providing protective measures. To be present at Court hearings to monitor the implementation of the protection measures for witnesses, keep detailed records on individual cases, report regularly to the Head, WISP – Hague Branch about the progress of work. To maintain at all times strict confidentiality about any matters relating to victims and witnesses. Other duties as required.

Core Competencies:

- **Professionalism:** Demonstrated experience in working under high pressure, and responding quickly and effectively to meet the needs of individuals in fast moving situations. Experience and skills in working with people of different ethnic and cultural backgrounds, and experience in the use of interpreters. Willingness to work flexible hours and attend meetings or to witness needs outside normal office hours. Willingness to provide assistance to all witnesses, whether for the Prosecution or the Defence or the Trial Chamber. 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 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.

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 and men in all areas of work.
 - **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.
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UNITED NATIONS INTERNATIONAL RESIDUAL MECHANISM FOR CRIMINAL TRIBUNALS

QUALIFICATIONS

Education:

Advanced university degree in Criminology or associated studies. A first level university degree in combination with two (2) additional years of qualifying experience may be accepted in lieu of an advanced university degree. Graduation from a Police Academy, in combination with three (3) additional years qualifying experience may be accepted in lieu of a first level university degree.

Experience:

A minimum of two years of progressively responsible experience in operational policing within a national or international Witness Protection Unit with direct responsibility for determining levels of threat and implementing witness protection schemes which include identity change is required. Operational experience in witness protection and support issues at an international level is considered highly desirable.

Language:

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

Assessment Method:

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

Special Notice:

Current UN staff at the GS and FS level who meet the eligibility requirements are exceptionally permitted to apply. If selected, certain conditions will apply. All offers of appointment are subject to budgetary approval.

The appointment is limited to the International Residual Mechanism for Criminal Tribunals. ***Appointment of the successful candidate to this position will be subject to budgetary approval.** 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.

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

According to article 101, paragraph 3, of the Charter of the United Nations, the paramount consideration in the employment of the staff is the necessity of securing the highest standards of efficiency, competence, and integrity. Candidates will not be considered for employment with the United Nations if they have committed violations of international human rights law, violations of international humanitarian law, sexual exploitation or sexual abuse, or crimes other than minor traffic offences, or if there are reasonable grounds to believe that they have been involved in the commission of any of these acts. The term "sexual exploitation" means any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. The term "sexual abuse" means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

Due regard will be paid to the importance of recruiting the staff on as wide a geographical basis as possible. The United Nations places 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. 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 Manual for the Applicant, which can be accessed by clicking on "Manuals" hyper-link on the upper right side of the inspira account-holder homepage.

The evaluation of applicants will be conducted on the basis of the information submitted in the application according to the evaluation criteria of the job opening and the applicable internal legislations of the United Nations including the Charter of the United Nations, resolutions of the General Assembly, the Staff Regulations and Rules, administrative issuances and guidelines. Applicants must provide complete and accurate information pertaining to their personal profile and qualifications according to

UNITED NATIONS INTERNATIONAL RESIDUAL MECHANISM FOR CRIMINAL TRIBUNALS

the instructions provided in inspira to be considered for the current job opening. No amendment, addition, deletion, revision or modification shall be made to applications that have been submitted. Candidates under serious consideration for selection will be subject to reference checks to verify the information provided in the application.

Job openings advertised on the Careers Portal will be removed at 11:59 p.m. (New York time) on the deadline date.

HOW TO APPLY:

All applications must be submitted through the UN Inspira portal. The Mechanism 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>
