

United Nations International Residual Mechanism for Criminal Tribunals

TEMPORARY JOB OPENING

Legal Officer, P-3 (Commencing: 1 January 2020)

DEADLINE FOR APPLICATIONS	:	11 December 2019
DATE OF ISSUANCE	:	28 November 2019
OFFICE	:	Office of the Prosecutor
LOCATION	:	The Hague
JOB OPENING NUMBER	:	2019/TJO/IRMCT/OTP/114-P

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

Organizational setting and Reporting:

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

Responsibilities:

The incumbent will perform the following duties:

- Handles a range of issues related to criminal law (substantive, procedural and comparative).
- Conducts extensive legal research and analysis and prepares factual and legal opinions, submissions, reports, correspondence and memoranda on a wide range of international criminal law issues.
- Conducts case-related research and analyzes legal documents and evidence.
- Assist with analysis, legal assessment and organization of evidence.
- 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 provision to requesting authorities.
- Contributes to capacity-building initiatives as needed.
- Assists and supports the work of the Arusha Branch as required.
- Provides guidance to more junior staff.
- Performs other functions as directed by 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 assess the sufficiency of evidence and develop case theory, including that the evidence addresses potential charging theories, proves the elements of offences and meets legal requirements such as admissibility and reliability. 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.
- **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.

QUALIFICATIONS

Education:

Advanced university degree (Master's degree or equivalent) in law. 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

Experience:

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

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Language:

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

HOW TO APPLY:

- 1) Internal staff at the P2 or P-3 level who meet the requirements are eligible to apply.
- 2) Interested candidates must complete the UN Personal History Profile (PHP) form obtainable via personal Inspira accounts (in PDF format) or the IRMCT website. Please submit all documents including the PHP, a Cover Letter, and the last two e-PAS's (for internal candidates) ELECTRONICALLY AS ONE DOCUMENT to the recruitmentR@un.org in-box. Please indicate the job opening number in the subject line.
- 3) Once received, a list of candidates who meet the requirements of the post will be sent to the supervisor, who will prepare a written comparative analysis of the candidates and recommend a candidate for the position.
- 4) Please note that only candidates under serious consideration will be notified of the final decision.

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.

NOTE FOR EXTERNAL CANDIDATES:

- 1) External applicants must complete the UN Personal History Profile (PHP) form obtainable from the IRMCT website (www.unmict.org) or from your personal Inspira account and forward electronically to the recruitmentR@un.org in-box. Please indicate the job opening number in the subject line.
- 2) Once received, a list of candidates who meet the requirements of the post will be sent to the supervisor, who will prepare a written comparative analysis of the candidates and recommend a staff member for the position.

<p>SPECIAL NOTICE: The appointment is limited to the IRMCT. Extension of the appointment is subject to the extension of the mandate and/or the availability of funds. IRMCT is a smoke free environment.</p>

PLEASE NOTE THAT APPLICATIONS RECEIVED AFTER THE DEADLINE AT MIDNIGHT (THE HAGUE TIME) ON THE CLOSING DATE WILL NOT BE ACCEPTED. ONLY THE SELECTED CANDIDATE WILL BE NOTIFIED OF THE OUTCOME.
