**UNITED NATIONS INTERNATIONAL RESIDUAL MECHANISM FOR CRIMINAL TRIBUNALS**

Legal Officer, Stanisic and Simatovic, P-3

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<th>DEADLINE FOR APPLICATIONS</th>
<th>10 January 2020</th>
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<tbody>
<tr>
<td>DATE OF ISSUANCE</td>
<td>12 December 2019</td>
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<tr>
<td>OFFICE</td>
<td>Office of the Prosecutor</td>
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<td>LOCATION</td>
<td>The Hague</td>
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<td>JOB OPENING NUMBER</td>
<td>19-LEG-RMT-128130-R-THE HAGUE (R)</td>
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**Organizational setting and Reporting:**
This position is located in the Office of the Prosecutor and reports to the Senior Trial Attorney in the re-trial of Stanisic and Simatovic.

**RESPONSIBILITIES:**
The Legal Officer will act on behalf of the Prosecutor under the supervision of a Senior Trial Attorney in the re-trial of Stanisic and Simatovic. He/she will be required to take witness statements, proof witnesses before trial and 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 judgement 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 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 in law (or equivalent). 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, including at least three years as a prosecutor or criminal defense lawyer. Prior experience with UN, or in a UN common system organization or other international government organization is desirable.

Language:
English and French are the working languages of the Mechanism. For the post advertised, fluency in written and spoken English with excellent drafting and oral ability is required. A working knowledge of French is desirable.

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

Special Notice:
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.

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 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://insira.un.org
External applicants may go to https://careers.un.org