

UNITED NATIONS INTERNATIONAL RESIDUAL MECHANISM FOR CRIMINAL TRIBUNALS

Trial Attorney, P-4

DEADLINE FOR APPLICATIONS	:	23 December 2020
DATE OF ISSUANCE	:	24 November 2020
OFFICE	:	Office of the Prosecutor
LOCATION	:	Arusha
JOB OPENING NUMBER	:	20-LEG-RMT-144730-R-ARUSHA-(R)

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

Organizational setting and Reporting:

This position is located in the Office of the Prosecutor of the International Residual Mechanism for Criminal Tribunals, at the Arusha branch. The incumbent will work under the direct supervision of the Senior Trial Attorney.

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

Responsibilities:

A: Under the supervision and direction of the Senior Trial Attorney, the Trial Attorney gives legal direction and investigative advice to the trial teams by:

- Assisting the Senior Trial Attorney in fulfilling his or her supervisory functions, and providing daily direction and legal advice to investigators and trial teams;
- Ensuring that the evidence collected addresses the charging theories, proves the elements of the offences charged, and meets other legal requirements, such as admissibility and reliability;
- Drafting legal documents as necessary for the remaining investigative tasks;
- Undertaking field missions and interviews of witnesses, suspects and accused.

B: Under the supervision and direction of the Senior Trial Attorney, the Trial Attorney represents the Prosecutor before the Judges and Chambers by:

- During the pre-trial and trial phases of the case, acting as co-counsel in proceedings before a Judge or Trial Chamber, as assigned;
- Preparing written pleadings, presenting oral arguments and examining witnesses in court.

C: The Trial Attorney will have other functions, namely:

- Participating in the Office of the Prosecutor (OTP) internal case reviews as assigned by the Prosecutor or Chief of Staff;
- Providing legal and policy advice concerning particular investigations/prosecutions to the Prosecutor, Chief of Staff or Senior Trial Attorney;
- Participating in drafting and revisions of OTP legal guidelines as assigned;
- Participating in regular briefing and planning conferences with other members of the OTP;
- Assisting the Senior Trial Attorney in daily management of trial teams;
- Undertaking such special assignments as may be required.

Core Competencies:

- **Professionalism:** Knowledge of the genocide and crimes committed in Rwanda. Demonstrated experience carrying out a complex criminal investigation and utilizing criminal investigation techniques, and particularly use of analysis in complex investigations. Demonstrated experience conducting pre-trial and/or trial proceedings in complex criminal cases. In-depth theoretical knowledge, including knowledge of criminal law (both substantive and procedural), and extensive broad-based experience in applying legal expertise to analysing a diverse range of highly complex and novel legal issues and problems and in developing innovative and creative solutions, particularly in complex criminal cases. Superior skills in legal writing and expression and ability to prepare legal briefs, indictments, opinions, or legal submissions/motions and a variety of legal instruments and related documents for submission to senior officials or to the Chambers. Highly developed negotiating skills and ability to persuade and influence others to reach agreement. Demonstrated planning, management and organisational skills and ability to coordinate the work of teams and individuals, ensuring the quality and timeliness of outputs and good understanding of the dynamics of working in an international environment. Ability to defend difficult issues and positions before senior officials and to prosecute high profile indictees. Demonstrates professional competence and mastery of subject matter. Ability to adapt to changing circumstances and conditions during the course of the pre-trial proceedings and ability to modify procedures and methodologies accordingly. Ability to think clearly and logically and analyse complex and obscure data from a myriad of sources. Good computer skills and ability to use software applications relevant to criminal investigations and prosecutions. Shows pride in work and in achievements. 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 from others and responds appropriately. Asks questions to clarify, and exhibits interest in having two way communication. Tailors
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language, tone, style and format to match the audience. Demonstrates openness in sharing information and keeping people informed.

- **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.
- **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.

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.

Experience:

Minimum of 7 years of progressively responsible professional legal experience, particularly in conducting complex criminal prosecutions. Relevant experience at the ICTY and/or ICTR and a good understanding of the Rwandan genocide are highly desirable.

Language:

English and French are the working languages of the Mechanism. For the post advertised, fluency in oral and written English is required. 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

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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://inspira.un.org>

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