United Nations International Residual Mechanism for Criminal Tribunals

Legal Officer, P-3

DEADLINE FOR APPLICATIONS : 6 January 2021  
DATE OF ISSUANCE : 8 December 2020  
OFFICE : Office of the Prosecutor - OTP  
LOCATION : Arusha  
JOB OPENING NUMBER : 20-LEG-RMT-145887-R-ARUSHA (R )

Organizational setting and Reporting:  
The post is located in the Office of the Prosecutor (OTP) of the International Residual Mechanism for Criminal Tribunals (IRMCT), Arusha Branch. The incumbent will work under the direct supervision of the Senior Trial Attorney and/or the Trial Attorneys on the Kabuga Trial Team.  
*Appointment of the successful candidate to this position will be subject to budgetary approval.*

Responsibilities:  
The Legal Officer will act on behalf of the Prosecutor under the supervision of a Senior Trial Attorney in the trial of Kabuga. 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** – Knowledge of, and ability to apply, legal principles, concepts and procedures for review, examination, and processing of a range of legal documents. Sound knowledge of substantive and procedural national and/or international criminal law, particularly in the context of IRMCT, ICTY and/or ICTR. 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 interpret and apply legal instruments, develop and present results, recommendations, and opinions clearly and concisely. Ability to draft legal documents and work under pressure. Ability to apply good 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.

- **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 language, tone, style and format to match the audience; demonstrates openness in sharing information and keeping people informed.

- **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, preferably with specialisation in criminal law or international 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 relevant professional experience in criminal prosecution, including substantial experience at the international level. Relevant experience at the ICTR and/or ICTY is highly desirable.
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Language:
English and French are the working languages of the International Residual Mechanism for Criminal Tribunals. 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 appointment is limited to the International Residual Mechanism for 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.

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.

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.

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.

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 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