

UNITED NATIONS INTERNATIONAL RESIDUAL MECHANISM FOR CRIMINAL TRIBUNALS

Appeals Counsel, P-4

DEADLINE FOR APPLICATIONS	:	03 August 2021
DATE OF ISSUANCE	:	05 July 2021
OFFICE	:	Office of the Prosecutor
LOCATION	:	The Hague
JOB OPENING NUMBER	:	21-LEG-RMT-158803-R-THE HAGUE

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

Organizational setting and Reporting:

The position is located in The Hague Branch of the Office of the Prosecutor and reports to the Senior Appeals Counsel

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

Responsibilities:

Under the guidance of the Senior Appeals Counsel, the incumbent:

- Coordinates the Prosecution's position in relation to appeals heard before the Appeals Chamber of the IRMCT. This will involve handling a wide range of multidisciplinary and complex legal matters involving substantive and procedural issues of international and domestic criminal law and to a lesser extent issues related to international humanitarian law (public international law).
- Reviews judgments and orders of Trial Chambers and advises on grounds of appeal. Attends to all stages of the proceedings, coordinating a team of junior lawyers to ensure drafts are prepared in order to comply with filing deadlines and orders of the Appeals Chamber. Undertakes or directs extensive analysis and legal research of legislation and jurisprudence, both from national and international jurisdictions.
- Reviews trial records and prepares or directs the preparation and drafting of appeal briefs, motions, responses, and legal & factual memoranda as necessary.
- Attends court with the Senior Appeals Counsel and appears as co-counsel at hearings before the Appeals Chamber.
- Assists the Senior Appeals Counsel in the preparation of oral argument and in the presentation of oral submissions before the Appeals Chamber.
- Coordinates teams of other legal officers, investigators and analysts in preparation of appeals briefs, evidence motions, and motions before the Appeals Chamber.

Core Competencies:

- **Professionalism:** Experience at international criminal tribunals or experience in handling complex criminal cases from national appeals litigation involving considerable legal drafting (e.g. High Courts, Cour de Cassation, Supreme Court, Court of Appeals, Constitutional Court). Knowledge of both procedural and substantive international criminal law. Experience in applying legal expertise to diverse range of complex legal issues. Excellent legal writing skills and experience drafting legal briefs and opinions under pressure and with short deadlines. Experience editing legal drafts prepared by others. Demonstrates planning and organizational skills and ability to coordinate the work of others. Strong analytical skills and ability to conduct comprehensive legal research on a range of issues. Can balance a number of cases and works in an efficient and directed manner. Presents complex legal submissions and is a skillful oral advocate. Discretion and sound judgment in applying legal expertise to sensitive, complex legal issues. Strong negotiating skills and ability to influence others to reach agreement. 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
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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 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 legal experience, in the field of criminal law, international criminal law or international humanitarian law. Has courtroom advocacy experience. Prior experience at the ICTY, ICTR, or other international criminal tribunal or court is 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 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.

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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>
