

# UNITED NATIONS INTERNATIONAL RESIDUAL MECHANISM FOR CRIMINAL TRIBUNALS

Chief, Security and Safety, P-3

DEADLINE FOR APPLICATIONS	:	28 September 2021
DATE OF ISSUANCE	:	30 August 2021
OFFICE	:	Registry/ Security and Safety Section
LOCATION	:	The Hague
JOB OPENING NUMBER	:	21-SEC-RMT-162543-R-THE HAGUE (R)

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

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## Organizational setting and Reporting:

This position is located in the Registry, of the International Residual Mechanism for Criminal Tribunals ("Mechanism"). The incumbent will conduct work in relation to the Hague branch of the Mechanism. The incumbent reports directly to the Chief of Administration.

## Responsibilities:

Within delegated authority, the Chief, Security and Safety Section, is responsible for the following duties:

- Manages and supervises the Security and Safety Section of the Hague branch, including personnel and scheduling issues; ensures that substantive work programmes and activities are carried out in a timely and correct fashion; carries out programmatic and administrative tasks necessary for the functioning of the Section, including monitoring performance parameters and critical indicators, preparation of inputs for results based budgeting, evaluation of staff performance; guides, develops and trains staff under his/her supervision.
- Advises the Chief of Administration with regard to all security-related matters, and leads discussions and development of policies and procedures for security operations.
- Provides technical support to the Registrar in his capacity of Designated Official for The Netherlands.
- Maintains lines of communication with UNDSS, security focal points, local authorities and all other agencies to ensure maximum security coordination, including in the event of emergency situations, in coordination with other Mechanism's officers, as appropriate.
- Maintains continuing awareness of prevailing local security conditions, identifying probable threats and advising UN staff, relevant non-UN personnel, such as Judges and interns, and dependents to follow appropriate preventative steps.
- Reviews and monitors activities related to preparation of security plans for the Hague branch, including all aspects related to elaboration, development and updating of the plans and, if necessary, their implementation.
- Monitors and evaluates office physical security measures, such as barriers, issuance of identity cards, background checks, and entry controls, as appropriate, for normal or emergency conditions.
- Evaluates effectiveness of prevailing fire safety measures in effect, including fire prevention devices, fire-fighting equipment, including evacuation plans and drill.
- Determines need for, and provides training and advice to UN staff, dependents and other relevant non-UN personnel on residential security measures as appropriate.
- Oversees availability of emergency communications by making periodic checks to determine if systems are functioning properly. Arranges for necessary repairs or adjustments.
- Arranges protection detail for senior personnel or visiting VIPs as necessary.
- Investigates accidents involving UN vehicles and prepares report of findings.
- Oversees security operations at the Sarajevo Field Office.

## Core Competencies:

- **Professionalism:** Expert knowledge of security management combined with solid background of military, police or other security specialization. Demonstrated knowledge of Threat and Risk and related counter-measures – to include threat assessment, risk assessment, risk management, security planning, crisis management, disaster recovery, and at least a general understanding of the Balkan conflict which is inherent to the Mechanism's mandate. Ability to deal effectively with stress factor when encountered in security management. Ability to apply technical skills to understand and consolidate the varying specializations such as electronics, communications, mechanics, explosives and other sophisticated devices encountered in security system management. 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. 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.
  - **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.
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Foresees risks and allows for contingencies when planning. Monitors and adjusts plans and actions as necessary. Uses time efficiently.

## MANAGERIAL COMPETENCIES

- **Managing Performance** – Delegates the appropriate responsibility, accountability and decision-making authority. Makes sure that roles, responsibilities and reporting lines are clear to each staff member. Accurately judges the amount of time and resources needed to accomplish a task and matches task to skills. Monitors progress against milestones and deadlines. Regularly discusses performance and provides feedback and coaching to staff. Encourages risk-taking and supports creativity and initiative. Actively supports the development and career aspirations of staff. Appraises performance fairly.
- **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.

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## QUALIFICATIONS

### Education:

Advanced university degree (Master's degree or equivalent) in security management, business administration, political/social science, psychology, international relations or a related field. 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:

A minimum of five years of progressively responsible experience in military, police, security management preferably in the police or military context or related area.

### 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 an assessment exercise for qualified candidates followed by a competency-based interview.

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### 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 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.

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### 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

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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>

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