

United Nations Mechanism for International Criminal Tribunals

Legal Officer, P-3

DEADLINE FOR APPLICATIONS	:	04 November 2021
DATE OF ISSUANCE	:	05 October 2021
OFFICE	:	Registry/ Witness Support and Protection Unit
LOCATION	:	Arusha
JOB OPENING NUMBER	:	21-LEG-RMT-165085-R-ARUSHA (R)

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

ORGANISATIONAL SETTING AND REPORTING:

This position is located in the Witness Support and Protection Unit, Arusha Branch, Registry. The incumbent will report to the Head of the Witness Support and Protection Unit in the Arusha Branch.

RESPONSIBILITIES:

- Deputizes for the Head of the Witness support and Protection Unit, including through supervision of junior staff.
- Analyses international statutes and laws, assesses their impact on the exercise of the Mechanism's mandate related to Witness Support and Protection matters.
- Processes and communicates information on a wide range of issues pertaining to Witness Support and Protection matters, with Sections in both Branches of the Mechanism, as well as with UN HQ and other UN bodies.
- Prepares or assists in the preparation of draft submissions, of background papers, reports, studies, legislative texts and commentaries on those texts.
- Handles a range of issues related to constitutional, international, public, private, administrative and criminal (substantive, procedural and comparative) law, including the interpretation and application of constitutive, legislative and other instruments governing United Nations activities and operations.
- Drafts briefs, reports and correspondence, legislative texts, policies and agreements including on sensitive matters, related to witness support and protection matters.
- Conducts extensive legal research and analysis and prepares studies, comparative studies, briefs, reports and correspondence.
- Undertakes review of legal documents, instruments or other material; identifies important issues, similarities and inconsistencies, etc.
- Drafts or assists in the preparation and review of policy documents relating to the work of the Witness Support and Protection Unit;
- Assist in ensuring the implementation of protective measures orders by the Judges and Chambers.
- Performs other duties, as required.

CORE COMPETENCIES:

- **Professionalism** – Knowledge of international criminal tribunals operations, preferably with a knowledge of victim and witness protection matters and threat assessment. Knowledge of the United Nations system. Proven drafting skills and ability to work under pressure. Ability to apply good legal, strategic and policy judgment in the context of assignments given. Shows pride in work and in achievements; demonstrates professional competence and mastery of subject matter, in particular in the operations of international tribunals; 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.
 - **Teamwork**: Works collaboratively with colleagues to achieve organizational 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.
 - **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 Organization; 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 law, preferably with an emphasis in international law. A first-level university degree in combination with two additional years of qualifying experience may be accepted in lieu of the advanced university degree.

Work Experience:

Minimum of 5 years of progressively responsible relevant professional experience in law, including in relation to witness support or protection programmes related to judicial institutions as well as in legal analysis, research and drafting. Experience in an international context and/or in projects with refugees or other victims of witnesses to human rights violations is an advantage. Proven experience in international criminal courts is an asset.

Languages:

English and French are the working languages of the Mechanism. For the post advertised, fluency in oral and written English and French is required. Working knowledge of Kinyarwanda and/or Swahili is also desirable.

Assessment Method:

There may be a technical test and / or a competency-based interview.

Special Notice:

The appointment is limited to the Mechanism for International 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 Organisation based on the changing needs and mandates.

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

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, sexual abuse, or sexual harassment, 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. The term "sexual harassment" means any unwelcome conduct of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation, when such conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment, and when the gravity of the conduct warrants the termination of the perpetrator's working relationship. Candidates who have committed crimes other than minor traffic offences may not be considered for employment.

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.

The paramount consideration in the appointment, transfer, or promotion of staff shall be the necessity of securing the highest standards of efficiency, competence, and integrity. By accepting an offer of appointment, United Nations staff members are subject to the authority of the Secretary-General and assignment by him or her to any activities or offices of the United Nations in accordance with staff regulation 1.2 (c). In this context, all internationally recruited staff members shall be required to move periodically to discharge new functions within or across duty stations under conditions established by the Secretary-General.

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.

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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 for International Criminal Tribunals 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 <http://careers.un.org>
