

United Nations Mechanism for International Criminal Tribunals

SENIOR HUMAN RESOURCES ASSISTANT, G-6

DEADLINE FOR APPLICATIONS	:	31 May 2023
DATE OF ISSUANCE	:	02 May 2023
OFFICE	:	Registry, Human Resources Section
LOCATION	:	The Hague
VACANCY ANNOUNCEMENT	:	23-HRE-RMT-208191-R-THE HAGUE (R)

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

Organizational setting and Reporting:

This position is located in the Human Resources Section under the supervision of the Chief, Human Resources Section.

Responsibilities:

With the amalgamation of the current Staff Administration and Recruitment Units within the Human Resources Section, and under the overall supervision of the Chief, Human Resources Section, the incumbent will handle both tasks of Staff Administration as well as Recruitment.

Specific tasks include but are not limited to (Staff Administration):

- Advise and provide guidance to Human Resources Assistants/Clerks in the administration of all staff member entitlements and benefits to ensure accuracy and consistency in the application of appropriate staff rules, regulations and procedures;
- S/he will monitor the contractual status of staff; regularly review and maintain the information in the Electronic Resources Management system "Umoja", to identify cases which need attention and follow up on actions related to the administration of entitlements, ensuring consistency in the application of the Staff Rules and Regulations;
- Review and revise information in the Personnel Management System (PIMS);
- Prepare letters of appointment for renewal;
- Review non-routine cases and provide basic research on existing policies, procedures and precedents in order to provide draft responses and recommendations for authorization and/or approval by senior management;
- Draft communication for internal Information Circulars;
- Train new staff within the Section;
- Maintain the non-standard rules and regulations data of the Section;
- Assist in the administration of IRMCT staff in both The Hague and Arusha branches as well as Judges, in order to provide the required human resources support;
- Provide advice and statistical information on e-Performance;
- Perform research for projects, organise and analyse data and prepare statistical reports;
- Performs ad-hoc duties as required.

Specific tasks include but are not limited to (Recruitment):

- Advise and provide guidance to Human Resources Assistants/Clerks in all aspects of recruitment and selection.
- Review the creation and updating of Vacancy Announcements/Job Openings;
- Evaluate and screen applications;
- Participate in the interview process as required;
- Conduct pre-recruitment formalities such as verifying academic qualifications and calculating salaries and benefits;
- Interpret and apply recruitment policies and procedures;
- Draft Inter-Agency Mobility Agreements, arrange travel, review and process requests for entitlements and exceptions to the Staff Rules and Regulations concerning travel entitlements and payment of emoluments;
- Administer the recruitment of WAE appointments, individual contractors and consultants;
- Primary recruitment liaison with the all tribunal sections;
- Performs ad hoc duties as required.

Competencies:

- **Professionalism** – 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.
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- **Client Orientation** – Considers all those to whom services are provided to be “clients” and seeks to see things from clients’ point of view. Establishes and maintains productive partnerships with clients by gaining their trust and respect. Identifies clients’ needs and matches them to appropriate solutions. Monitors ongoing developments inside and outside the clients’ environment to keep informed and anticipate problems. Keeps clients informed of progress or setbacks in projects. Meets timeline for delivery of products or services to client.

QUALIFICATIONS

Education: High school diploma or equivalent; demonstrated ability to use computer technology.

Experience: Minimum of 7 years of progressively responsible experience within the UN system of which 5 years must be HR related is required. Knowledge of UN Staff Rules and Regulations is required. Umoja Partner Certification or 5 years as an HR Partner is required. LPE (Local Process Expert) is desirable.

Languages: 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 an asset.

Assessment Method:

There may be an assessment exercise for qualified candidates 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.

All staff in the General Service and related categories shall be locally recruited. Applicants may have to sit the United Nations Global General Services Test (GGST) as per OHRM instructions. Evidence of passing the ASAT/GGST is encouraged in order to assess the need for testing.

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.

The United Nations is committed to creating a diverse and inclusive environment of mutual respect. The United Nations recruits and employs staff regardless of gender identity, sexual orientation, race, religious, cultural and ethnic backgrounds or disabilities. Reasonable accommodation for applicants with disabilities may be provided to support participation in the recruitment process when requested and indicated in the application.

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, OR TRAINING). THE UNITED NATIONS DOES NOT CONCERN ITSELF WITH INFORMATION ON APPLICANTS’ 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.

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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.

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>
