



# *International Criminal Tribunal for the former Yugoslavia*

Research Officer, P-3 (2 posts)

**DEADLINE FOR APPLICATIONS** : 19 September 2010  
**DATE OF ISSUANCE** : 21 July 2010  
**OFFICE** : OTP, Appeals Division  
**JOB OPENING NUMBER** : 10-LEG-UNS-15670-R-THE HAGUE

The appointment is limited to ICTY. Extension of the appointment is subject to the extension of the mandate and/or the availability of funds.

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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 Office of the Prosecutor under the supervision and direction of the Chief, Appeals Division.

## **RESPONSIBILITIES**

The incumbent supports the Appeals team in respect of the political, administrative and security structures of parties to the conflict in the former Yugoslavia and the roles of accused/appellants in the leadership and their responsibility for serious violations of international humanitarian law committed in the territory of the former Yugoslavia since 1991. The incumbent also assists in the analysis of factual findings in judgements, in the development of arguments to support prosecution positions for appeal or in response to defence appeals and in the coordination of consistent positions for all cases whether at trial or on appeal. He/she provides historical background and advice on the political, administrative and security aspects of the conflict in the former Yugoslavia with special reference to the current cases at trial and on appeal. The incumbent also participates in Rule 68 disclosure screening, responses to Rule 115 fresh evidence and Rule 119 review motions. Must be competent in the use of computers.

## **COMPETENCIES**

- **Professionalism** – Knowledge and understanding of theories, concepts, and approaches relevant to criminal prosecutions of political leaders; good research, analytical, and problem-solving skills, including ability to identify and participate in the resolution of issues/problems; familiarity with and experience in the use of various research methodologies and sources, including electronic sources on the internet, intranet, and other databases; ability to apply good judgement in the context of assignments given; ability to plan own work and manage conflicting priorities. Sound knowledge of the facts of current cases in trial and on appeal and the ability to appraise and evaluate the factual findings in judgements against the evidence led at trial. 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.
  - **Accountability** – Takes ownership of all responsibilities and honours commitments; delivers outputs for which one has responsibility within prescribed time, cost and quality standards; operates in compliance with organisational regulations and rules; supports subordinates, provides oversight and takes responsibility for delegated assignments; takes personal responsibility for his/her own shortcomings and those of the work unit, where applicable.
  - **Communication** – Good (spoken and written) communication skills, including the ability to draft/edit a variety of written reports, studies and other communications, and to articulate ideas in a clear, concise style.
  - **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 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; demonstrates knowledge of strategies and commitment to the goal of gender balance in staffing.
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**Education:**

Advanced university degree in law, history, political science or related fields with a specialisation in Soviet/East European affairs, including Yugoslavia. A first level university degree in combination with qualifying experience may be accepted in lieu of an advanced university degree.

**Work Experience:**

Minimum of 5 years of progressively responsible professional experience.

**Languages:**

English and French are the working languages of the Tribunal. For the post advertised knowledge of Bosnian/Croatian/Serbian is highly desirable.

**Special Notice:**

The appointment is limited to ICTY. Extension of the appointment is subject to extension of the mandate and/or the availability of the funds.

**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**

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.

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