



International Criminal Tribunal for the former Yugoslavia

Legal Officer (Chambers), P-4

DEADLINE FOR APPLICATIONS	: 16 February 2012
DATE OF ISSUANCE	: 17 January 2012
OFFICE	: Registry/Chambers Legal Support Section
VACANCY ANNOUNCEMENT	: 12-LEG-ICTY-22394-R-THE HAGUE (R)

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

ORGANISATION SETTING:

This position is located in Chambers in the Division of Judicial Support Services, Registry. The incumbent will work under the guidance of the Judges of the Trial Chamber and will report to the Senior Legal Officer or Head of Chambers.

Responsibilities:

Under the guidance of the Judges of the Trial Chamber and the Senior Legal Officer or Head of Chambers, the incumbent will provide specialized legal advice on all aspects of law and procedure with emphasis on criminal and international humanitarian law. Attend judicial proceedings and hearings and provide expert advice in an expeditious manner on the various issues arising, particularly where the Judges wish to enter an immediate oral decision. Under the guidance of the Presiding Judge and the Senior Legal Officer or Head of Chambers: ensure the day to day management of proceedings, including contacts with the parties and others involved; supervise staff and organize the distribution of work within the team; supervise the drafting of preparatory documents, decisions and judgments for the Chamber; undertake legal drafting as required; supervise research undertaken by the legal officers and associate legal officers under his/her authority; provide the Judges with draft memoranda and decisions in a timely manner; finalise decisions; participate in meetings with Judges and staff; provide legal advice on procedural and substantive law, and present opinions. Keep the Presiding Judge and Senior Legal Officer fully informed of the status of matters pending before the Chamber; ensure that all obligations are met including with respect to status conferences, responding to motions, and issuance of orders decisions and judgments. Where appropriate, assist in aspects of pre-trial management, including communication with the parties, disposal of preliminary motions, issuing of scheduling orders etc. Assist Senior Legal Officer or Head of Chambers with respect to administrative needs, including representing the Chamber at meetings with other sections/departments of the Tribunal. Act as general liaison with persons both inside and outside of the Tribunal; generally, provide assistance and guidance in matters related to the Tribunal, both from a practical and legal point of view, within the limits of the overriding respect of confidentiality.

Core Competencies:

- **Professionalism** – Strong organizational, drafting, and interpersonal skills; proven ability to conduct comprehensive legal analysis; proven ability to work well under pressure and meet strict guidelines. Knowledge of the UN system desirable; knowledge of international criminal justice systems highly desirable. 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.
 - **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.
 - **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.
 - **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.
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- **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.

QUALIFICATIONS

Education:

Advanced university degree in law, preferably with specialization in international, criminal or humanitarian law. A first level university degree in combination with qualifying experience may be accepted in lieu of an advanced university degree.

Work Experience:

Minimum of 7 years of progressively responsible professional legal experience, at either the national or international level, preferably with an emphasis in criminal law, international law or humanitarian law.

Languages:

English and French are the working languages of the Tribunal. Fluency in written and spoken English or French is required, and working knowledge of the other is highly desirable.

Assessment Method:

Competency-based interview and other assessment methods.

Special Notice:

The appointment is limited to ICTY. 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.

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.

HOW TO APPLY:

All applications must be submitted through the UN Inspira portal. The ICTY 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>
