



# *International Criminal Tribunal for the former Yugoslavia*

Legal Officer, OTP, P-3

<b>DEADLINE FOR APPLICATIONS</b>	:	<b>24 March 2013</b>
<b>DATE OF ISSUANCE</b>	:	<b>22 February 2013</b>
<b>OFFICE</b>	:	<b>Office of the Prosecutor</b>
<b>VACANCY ANNOUNCEMENT</b>	:	<b>13-LEG-ICTY-27189-R-THE HAGUE (R)</b>

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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 Trial Section, Office of the Prosecutor.

## **Responsibilities:**

Legal Officer will act on behalf of the Prosecutor as junior co-counsel under the supervision of a Senior Trial Attorney in trial or appellate proceedings. Take witness statements, proof witnesses before trial and lead or cross-examine witnesses in court as assigned. In consultation with Senior Trial Attorney, handle a range of issues related to criminal (substantive, procedural and comparative) law regarding investigations and/or prosecutions. Assist the Senior Trial Attorney with analysis, legal assessment and organization of evidence compiled by investigators and analysts, including the use of sophisticated software automation tools developed for complex litigation. Assist the Senior Trial Attorney in fulfilling the Office of the Prosecutor's (OTP) obligations towards the Defence. Undertake legal research and analysis. Prepare or assist in the preparation of legal submissions (including briefs, motions/responses/replies, correspondence, memoranda etc) in the course of prosecutions. Prepare or assist the Senior Trial Attorney in strategies to maximize the efficacy and economy of the presentation of evidence. Provide guidance to more junior staff. Perform other duties as assigned.

## **COMPETENCIES**

- **Professionalism** – In-depth knowledge of criminal law (both substantive and procedural) and experience in presenting complex criminal cases, or knowledge of international legal procedures and instruments, significant experience in applying legal expertise to complex, practical issues requiring innovative and creative solutions, strong analytical skills and ability to conduct comprehensive legal research on a range of issues, including those of a unique and/or complex nature; proficiency in legal writing and expression and ability to prepare legal briefs, opinions, indictments or legal submissions/motions, and a variety of legal instruments and related documents; ability to lead and cross-examine witnesses and to make substantial legal arguments before Chambers of judges, or if required to take responsibility for the prosecution of criminal trials; discretion and sound judgement in applying legal expertise to sensitive, complex legal issues; strong negotiating skills and ability to influence others to reach agreement; demonstrated planning and organisational skills and ability to coordinate the work of others, work to tight deadlines and handle multiple concurrent projects/cases; good understanding of contemporary international relations and of UN system, organisation and interrelationships. 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. 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
- **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.
- **Technological Awareness** – Keeps abreast of available technology; understands applicability and limitations of technology to the work of the office; actively seeks to apply technology to appropriate tasks; shows willingness to learn new technology.
- **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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## **QUALIFICATIONS**

### Education:

Advanced university degree in law (or equivalent), with specialization in criminal law (both substantive and procedural). A first level university degree in combination with qualifying experience may be accepted in lieu of an advanced university degree.

### Experience:

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Minimum of 5 years of progressively responsible professional legal experience. Experience should have been as a prosecutor or criminal defense lawyer. Prior experience with UN, or in a UN common system organization or other international government organization is desirable.

**Language:**

English and French are the working languages of the Tribunal. For the post advertised, fluency in oral and written English is required. Knowledge of a second official UN language is an advantage.

**Assessment Method:**

There will be a competency-based interview.

**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 <http://careers.un.org>

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**PLEASE NOTE THAT APPLICATIONS RECEIVED AFTER THE DEADLINE WILL NOT BE ACCEPTED.**