



# *International Criminal Tribunal for the former Yugoslavia*

Senior Trial Attorney, P-5

DEADLINE FOR APPLICATIONS : 10 April 2015  
DATE OF ISSUANCE : 11 March 2015  
OFFICE : Office of the Prosecutor/Trial Section  
VACANCY ANNOUNCEMENT : 15-JUR-ICTY-41255-R-THE HAGUE

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

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## ORGANISATION SETTING AND REPORTING

This position is located in the Office of the Prosecutor, under the general guidance of the Prosecutor.

## RESPONSIBILITIES

- Conduct trials as the Prosecuting Attorney (leader of the prosecution team) on behalf of the Prosecutor before the Chambers.
- Supervise the prosecution of criminal cases, and is responsible for the management of the trial team and sets the direction of the case, being responsible for formulating positions taken before the Chambers, including in written filings;
- Coordinate and direct teams of other legal officers or trial attorneys, guide and supervise the work of junior officers; organizing and prioritizing the workload and providing general coordination and supervision of legal assignments.
- Provide authoritative legal advice on diverse range of highly complex or novel substantive and procedural questions of law.
- Organise and supervise the preparation of legal opinions, as well as oversee legal research and analysis on highly complex or novel legal issues/questions and prepare legal opinions, studies, briefs, reports and correspondence.
- Appears in court, being responsible for high level or complex witnesses where necessary.
- Sets the direction for any investigations needed for the presentation of the case or to respond to the case for the defence.
- The incumbent is responsible for coordinating with other Senior Trial Attorneys or prosecution trial teams on issues common to their cases, or on issues that affect the office as a whole.
- Represent the Prosecutor in trials before the Chambers where applicable.
- Serve on various standing boards, committees, ad hoc working groups and task forces as required; promote the work of the United Nations and represent the organization at meetings, conferences, seminars etc.
- Contribute to review and design of new, or new applications of legal instruments, policy, guidelines, systems etc.

## COMPETENCIES

- Professionalism - In-depth theoretical knowledge, including knowledge of criminal law (both substantive and procedural), and extensive broad-based experience in applying legal expertise to analysing a diverse range of highly complex and novel legal issues and problems and in developing innovative and creative solutions, or in prosecuting complex criminal cases. Superior skills in legal writing and expression and ability to prepare legal briefs, indictments, opinions, or legal submissions/motions and a variety of legal instruments and related documents for submission to senior officials or to the Chambers, where applicable; original and creative thinking, independent judgment and discretion in handling major legal issues/cases; highly developed negotiating skills and ability to persuade and influence others to reach agreement; demonstrated planning, management and organisational skills and ability to coordinate the work of teams and individuals, ensuring the quality and timeliness of outputs and good understanding of the dynamics of working in an international environment. Ability to defend difficult issues and positions before senior officials and to prosecute high profile indictees. 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.



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- **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.
- **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. 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.
- **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.

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## **QUALIFICATIONS**

### **Education**

Advanced degree in law from a University of recognized standing, and admission to the practice of law in a national system. A first level university degree in combination with qualifying experience may be accepted in lieu of an advanced university degree.

### **Work Experience**

Minimum of 12 years of progressively responsible professional legal experience, including at least 10 years in criminal law. Extensive experience in conducting major prosecutions. Advanced advocacy skills essential. It would be beneficial if experience included leading a multi-disciplinary team in a lengthy and complicated criminal prosecution.

### **Languages**

English and French are the working languages of the Tribunal. For the post advertised, fluency in written and spoken English with excellent drafting and oral ability is required. A working knowledge of French is desirable.

### **Assessment Method:**

There may be a technical test and there will be a competency-based interview.

### **Special Notice:**

The appointment is limited to ICTY. 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**

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Applications are automatically pre-screened according to the published evaluation criteria of the job opening on the basis of the information provided by applicants. Applications cannot be amended following submission and incomplete applications shall not be considered. The selected candidate will be subject to a reference checking process to verify the information provided in the application.

Applicants are urged to follow carefully all instructions available in the online recruitment platform, Inspira. For more detailed guidance, applicants may refer to the At-a-Glance on “The Application Process” and the Instructional Manual for the Applicants, which can be accessed by clicking on “Manuals” on the upper right side of the browser on Inspira.

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>

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