



# *International Criminal Tribunal for the former Yugoslavia*

## Appeals Counsel, P4 (For Rostering Purposes)

DEADLINE FOR APPLICATIONS	:	15 November 2015
DATE OF ISSUANCE	:	16 October 2015
OFFICE	:	OTP, Appeals Division
JOB OPENING NUMBER	:	15-JUR-ICTY-49769-P-THE HAGUE (R)

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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 Appeals Division, Office of the Prosecutor.

### Responsibilities:

Under the guidance of the Head of Appeals and/or Senior Appeals Counsel, the incumbent:

Coordinates the Prosecution's position in relation to appeals heard before the Appeals Chamber of the Tribunal. This will involve handling a wide range of multidiscipline and complex legal matters involving substantive and procedural issues of international and domestic criminal law and to a lesser extent issues related to international humanitarian law (public international law). Reviews judgments and orders of Trial Chambers and advises on grounds of appeal. Attends to all stages of the proceedings, coordinating a team of junior lawyers to ensure drafts are prepared in order to comply with filing deadlines and orders of the Appeals Chamber. Undertakes or directs extensive analysis and legal research of legislation and jurisprudence, both from jurisdictions and international criminal law. Reviews trial records and prepares or directs the preparation and drafting of appeal briefs, motions, responses, and legal & factual memoranda as necessary. Attends court with Senior Appeals Counsel and appears as Co-counsel at hearings before the Appeals Chamber. Assists the Senior Appeals Counsel in the preparation of oral argument and in the presentation of the oral submissions before the Appeals Chamber. Coordinates teams of other legal officers, investigators and analysts in preparation of appeals briefs, evidence motions, and motions before the Appeals Chamber.

### Core Competencies:

- **Professionalism** – Experience in litigation, both brief writing & oral argument, before courts at the superior level in national jurisdictions (i.e. Cour de Cassation, Supreme Court, Court of Appeals, Constitutional Court) or at international tribunals; knowledge of both procedural and substantive international criminal law; experience in applying legal expertise to diverse range of complex legal issues, analytical skills, and ability to conduct comprehensive legal research on a range of issues; proficiency in legal writing and ability to prepare legal briefs and opinions under pressure & short deadlines; ability to balance a number of cases, and work in an efficient and directed manner; ability to present complex legal submissions, be skilled in oral advocacy, and take an active role in a large, complex & complicated appellate argument with other counsel before the Appeals Chamber; discretion and sound judgement in applying legal expertise to sensitive, complex legal issues; strong negotiating skills and ability to influence others to reach agreement; demonstrates planning and organizational 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 the UN system, organization, and interrelationships is desired. The incumbent must be proficient in editing legal drafts. 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.
- **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.

### MANAGERIAL COMPETENCIES

- **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
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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.

### **QUALIFICATIONS**

#### **Education:**

Advanced university degree in law with specialization in criminal law, international criminal law, international humanitarian law or human rights law. Eligible for admission to practice law in a national jurisdiction is desirable. A first level university degree in combination with two additional years of qualifying experience may be accepted in lieu of an advanced university degree.

#### **Work Experience:**

Minimum of 7 years of progressively responsible legal experience in the field of criminal law, international criminal law or international humanitarian law. Courtroom advocacy experience is essential. Appeals experience is an asset.

#### **Languages:**

English and French are the working languages of the Tribunal. For the post advertised, fluency in written and spoken English is required. Working knowledge of French is highly desirable.

#### **Assessment Method:**

Candidates may be required to undergo a technical test. Short-listed candidates will undergo 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**

Candidates will be required to meet the requirements of Article 101, paragraph 3, of the Charter as well as the requirements of the position. The United Nations is committed to the highest standards of efficiency, competence and integrity for all its human resources, including but not limited to respect for international human rights and humanitarian law. Candidates may be subject to screening against these standards, including but not limited to whether they have committed, or are alleged to have committed criminal offences and/or violations of international human rights law and international humanitarian law.

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.

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" hyper-link on the upper right side of Inspira account-holder homepage.

Applications are pre-screened by the system according to the published requirements of the job opening on the basis of the information provided in the application. In relation to the requirements of the job opening, applicants must provide complete and accurate information pertaining to their qualifications, including their education, work experience, and



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language skills. Each applicant must bear in mind that submission of incomplete or inaccurate applications may render that applicant ineligible for consideration for the job opening. Initial screening and evaluation of applications will be conducted on the basis of the information submitted. Applications cannot be amended following submission. Candidates under serious consideration for selection will be subject to a reference-checking process to verify the information provided in the application.

Job openings advertised on the Careers Portal will be removed at midnight (New York time) on the deadline date.

### **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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