



International Criminal Tribunal for the former Yugoslavia

Associate Legal Officer, P-2

DEADLINE FOR APPLICATIONS	:	2 February 2016
DATE OF ISSUANCE	:	4 January 2016
OFFICE	:	Registry/Chambers Legal Support Section
JOB OPENING NUMBER	:	15-LEG-ICTY-52079-P-THE HAGUE (R)

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

Organizational setting and Reporting:

This position is located in the Chambers Legal Support Section, Division of Judicial Support Services, Registry.

Responsibilities:

- Conduct legal research on a diverse range of assigned issues in criminal law, international law, international humanitarian law and other area(s) of specialization using multiple research sources; select relevant material, analyse information and present findings for internal review in either written or oral form;
- On behalf of the Judges, assist in the preparation of legal opinions and advice, draft background memoranda, decisions and judgments of the Tribunal;
- Assist the Judges and the Senior Legal Officer in the preparation and management of cases, and drafting of decisions during the pre-trial and pre-appeal phase of proceedings;
- Assist the Judges in the processing of evidence and documents submitted during trial;
- Liaise on behalf of the Judges and the Senior Legal Officer with the Registry, Prosecution and Defense;
- Assist Legal Officers in the review of legal documents, instruments, or other material; identify important issues, similarities, inconsistencies, etc;
- Work with the Senior Legal Officer on general research, drafting and other legal and administrative projects;
- Undertake special assignments allocated by a Judge;
- Assist Legal Officers in servicing the Outreach Programme, diplomatic conferences, commissions, committees, task forces, and other bodies, including preparation of background materials, summaries of issues and views of delegations, etc;
- Perform other duties as assigned.

Core Competencies:

- **Professionalism** – Theoretical knowledge of, and ability to apply, legal principles, concepts and procedures and terminology for review, examination, and processing of a range of legal documents; familiarity with and experience in the use of varied legal research sources, including electronic sources; analytical skills as demonstrated through research and analysis of a range of legal issues and interpretation and application of international legislative instruments and the ability to develop and present results/recommendations/opinions clearly and concisely (spoken and written); excellent legal drafting skills and ability to draft well under pressure; demonstrated ability to apply sound legal judgement in the context of assignments given; ability to plan own work and manage conflicting priorities. 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.
- **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.

QUALIFICATIONS

Education:

Advanced university degree in law with specialisation 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 2 years of progressively responsible legal experience, at either the national or international level, with emphasis in criminal law, international law or humanitarian law.



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Languages:

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

Assessment Method:

There may be a technical test followed by 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 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>

NOTE FOR PREVIOUSLY ROSTERED CANDIDATES

Roster candidates must express their interest and availability for published job openings by submitting an updated PHP and cover letter.
