



International Criminal Tribunal for the former Yugoslavia

United Nations Detention Unit
Chief of Unit (Commanding Officer), P-4

DEADLINE FOR APPLICATIONS : 14 June 2012
DATE OF ISSUANCE : 15 May 2012
OFFICE : Registry, Detention Unit
VACANCY ANNOUNCEMENT : 12-ADM-ICTY-23811-R-THE HAGUE (R)

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

Organizational setting and Reporting:

This position is located in the Judicial Support Services Division, Registry.

Responsibilities:

On behalf of the Registrar, the incumbent has the responsibility for the overall administration and running of the United Nations Detention Unit (“UNDU”) for detainees awaiting trial or appeal at the International Tribunal or any other person detained on the authority of the International Tribunal and to ensure the continued application and protection of their individual rights. The incumbent’s governance is performed in accordance with the “Rules governing the Detention of Persons awaiting trial or appeal before the Tribunal or otherwise detained on the authority of the Tribunal” (“Rules of Detention”). In this regard the incumbent performs functions and provides advice to the Registrar and Deputy Registrar in connection with all aspects concerning the overall operational, logistical and legal framework at the UNDU including: the governance/management of the complete custodial function of the UNDU; making recommendations and providing the Registrar and Deputy Registrar with advice on custodial and policy matters, conceptualization, development and implementation of policies, procedures including recommending suitable provisions and mechanisms within the legal framework for the governance of the UNDU; Organising, planning, directing and supervising a suitable management structure for the functions of all International Tribunal staff in the UNDU; represent, liaise and negotiate on behalf of the Registrar and Deputy Registrar for various prison management and administration matters, with internal sectors of the International Tribunal such as the Registry, Administration as well as with external groups including, Dutch prison and police authorities and ministries, diplomatic missions and other private and governmental entities.

Core Competencies:

- **Professionalism** –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. Demonstrated knowledge in an operational security profession.
 - **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.
 - **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.
 - **Judgement/Decision-making** – Identifies the key issues in a complex situation, and comes to the heart of the problem quickly; gathers relevant information before making a decision; considers positive and negative impacts of decisions prior to making them; takes decisions with an eye to the impact on others and on the Organisation; proposes a course of action or makes a recommendation based on all available information; checks assumptions against facts; determines that the actions proposed will satisfy the expressed and underlying needs for the decision; makes tough decisions when necessary.
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QUALIFICATIONS

Education:

Advanced university degree in Social Sciences, Psychology or Management of Prisons. A first level university degree in Social Sciences, Psychology or Management of Prisons in combination with qualifying experience in areas relevant to prison management may be accepted in lieu of an advanced university degree.

Work Experience:

Minimum of 10 years of progressively responsible experience in prison management at the national or international level in the area of custody and detention.

Languages:

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. Knowledge of the B/C/S language is an advantage.

Assessment Method:

There will be a technical test and 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 <https://careers.un.org>
