



# *International Criminal Tribunal for the former Yugoslavia*

Appeals Counsel, (For Rostering Purposes), P-3

DEADLINE FOR APPLICATIONS	:	15 November 2015
DATE OF ISSUANCE	:	16 October 2015
OFFICE	:	OTP, Appeals Division
VACANCY ANNOUNCEMENT	:	15-JUR-ICTY-49767-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 the Appeals Division and/or Senior Appeals Counsel, the incumbent:

- Prepares appeals to be heard before the Appeals Chamber of the Tribunal. This will involve handling a wide range of multidisciplinary 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);
- Assists in reviewing judgments and orders of the Trial Chambers and contributes to advice on grounds of appeal;
- Undertakes analysis and legal research of legislation and jurisprudence, both from national and international jurisdictions;
- Reviews trial records and participates in the preparation & drafting of appeal briefs, motions, responses, and legal & factual memoranda as necessary; and, if necessary, attends court with Senior Appeals Counsel and presents oral arguments at hearings before the Appeals Chamber. Assists Senior Appeals Counsel in the preparation of the oral argument and in the presentation of the oral submissions before the Appeals Chamber.

## CORE COMPETENCIES

• **Professionalism** – Experience in international criminal law, international humanitarian law, litigation, both brief writing and oral argument, before courts at the superior level in national jurisdictions (i.e., Cour de Cassation, Supreme Court, Court of Appeal, Constitutional Court); knowledge of procedural and substantive criminal law at the national level; 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 & opinions under pressure & short deadlines; ability to balance a number of cases, and work in an efficient & directed manner; ability to present complex legal submissions, oral advocacy skills commensurate with level of experience, to participate in the presentation of large and complicated appellate argument with other counsel before the Appeals Chamber; discretion and sound judgment in applying legal expertise to sensitive, complex legal issues; work to tight deadlines and handle multiple concurrent projects/cases.

The incumbent must be proficient in drafting and editing legal texts. 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.

## 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 qualifying years of experience may be accepted in lieu of an advanced university degree.

### Work Experience:

Minimum of 5 years of progressively responsible legal experience in the field of criminal law, international criminal law or international humanitarian law. Demonstrated experience and skill in legal writing is required. Appellate experience as an advocate is an asset.

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## 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 may be an assessment 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**

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 <http://careers.un.org>

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

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