



International Criminal Tribunal for the former Yugoslavia

Senior Legal Officer, P-5 (recruit from roster)

DEADLINE FOR APPLICATIONS : 07 January 2016
DATE OF ISSUANCE : 24 December 2015
OFFICE : Registry, Chambers Legal Support Section
VACANCY ANNOUNCEMENT : 15-LEG-ICTY-52268-F-THE HAGUE (R)

The appointment is limited to ICTY. Extension of the appointment is subject to the extension of the mandate and/or the availability of funds. Post is currently budgeted until 30 November 2017.

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

Organizational setting and Reporting:

This position is located in the Judicial Support Services Division of Chambers, Registry and s/he will be the most senior legal advisor to the Judges of the Chamber to which s/he is assigned.

Responsibilities:

The incumbent will be the most senior legal advisor to the Judges of the Appeals Chamber in relation to the Prlic et al case. He/she will provide expert advice on substantive legal and procedural issues and on case management to the Judges and attend judicial proceedings and hearings before the Chamber. Other duties include leading the drafting team; preparation of decisions for the Chamber based on discussions with the Judges; supervision of the work of the junior lawyers assigned to the Chamber including all drafting and research of the Chamber; management of all cases before the Chamber; liaison between the parties, the Registry and the Chamber; participate in meetings with Judges and provide substantive legal advice; preside over meetings as commissioned by Chambers; assist the pre-trial/appeal Judge in pre-trial/appeal management in accordance with the Rules of Procedure and Evidence; act as general liaison with persons both inside and outside the Tribunal; attend meetings with the President and Judges including the Rules Committee and Plenary; associated administrative tasks related to the efficient running of the Chamber and the Tribunal as a whole including interview panels, appointment and promotion boards and contract committees.

Core Competencies:

- **Professionalism** – Strong organizational, drafting, and interpersonal skills; proven ability to conduct comprehensive legal analysis; proven ability to work well under pressure and meet strict guidelines; knowledge of the UN system essential; knowledge of international criminal justice systems highly desirable. 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.
- **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.

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 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
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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.

QUALIFICATIONS

Education:

Advanced university degree in law (or equivalent), with specialization in criminal law (both substantive and procedural), international law 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 10 years of progressively responsible professional legal experience, at either the national or international level, preferably with an emphasis in criminal law, international law or humanitarian law.

Languages:

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