



International Criminal Tribunal for the former Yugoslavia & United Nations Mechanism for International Criminal Tribunals

SECURITY OFFICER, G-4 (ICTY/MICT)

DEADLINE FOR APPLICATIONS	:	21 March 2016
DATE OF ISSUANCE	:	22 February 2016
ORGANIZATIONAL UNIT	:	Registry, Security & Safety Section
VACANCY ANNOUNCEMENT	:	2016/ICTY/REG/SSS/003-GS

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

The International Criminal Tribunal for the former Yugoslavia (ICTY) and the International Mechanism for International Tribunals (MICT (Hague Branch)) are conducting a joint recruitment exercise for suitable candidates for the position of Security Officer GS-4. It should be noted that successful candidates will be offered a specific appointment by either the ICTY or MICT (Hague Branch) upon recruitment

Organizational setting and Reporting:

These positions are located in the Security & Safety Section of the ICTY or the MICT (Hague Branch) under the supervision of Chief of Security

Responsibilities:

The incumbent will provide security of the ICTY/MICT such as; prisoner escort and monitoring, court controls, premise access controls, screening, surveillance, incident and emergency response, report writing, control centre operations, key, weapons and communications issues, alarm monitoring, and use of confidential information. To act as an operational supervisor for a team (shift) of up to 12 G3/4 officers covering building or court security duties. This requires the constant review and assessment of the security operation to appropriately mitigate risk by taking immediate action if necessary in case of emergency or by providing well thought out and presented suggestions, recommendations to improve current policies and regulations. To provide armed close protection of ICTY/MICT VIPs during official missions or VIPs and dignitaries from external agencies visiting the ICTY/MICT. To ensure accountability, due care, proper use and reporting of malfunctions of all equipment assigned to the operational area of responsibility. Reporting any cases of loss of breakage. Those assigned to specialised cover roles to include, Training, Fire & Safety and Pass & ID will be responsible for their area of specialisation at the G4 level.

Core Competencies:

- **Professionalism** - Excellent knowledge and demonstrated experience in an operational security profession. A thorough knowledge of ICTY/MICT policies, procedures and practices. Full understanding of the functions and organization of the ICTY/MICT and the Section. 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.
- **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.
- **Accountability** – Takes ownership of all responsibilities and honours commitments; delivers outputs for which one has responsibility within prescribed time, cost and quality standards; operates in compliance with organisational regulations and rules; supports subordinates, provides oversight and takes responsibility for delegated assignments; takes personal responsibility for his/her own shortcomings and those of the work unit, where applicable.

ASSESSMENT METHOD

There may be a technical test and competency-based interview.



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QUALIFICATIONS

- Education:** High school diploma or equivalent.
- Experience:** 3 years related Police/Military/Security experience. Firearms (pistol) qualification is mandatory. A current certification in control centre operations (CCTV, 24 hour communications and alarm centre) is desirable. Proof of UNDSS Induction certification and latest UNDSS weapons certification are mandatory.
- Language:** English and French are the working languages of the ICTY/MICT. For the post advertised fluency in oral and written English is required.
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NOTE FOR INTERNAL CANDIDATES:

- 1) Staff at the G-3 and G-4 level are eligible to apply
- 2) Interested staff members must complete the ICTY Internal Application Form and UN Personal History Profile (PHP) form obtainable via the TRIBUNET or ICTY website. Please submit all documents including the last two e-PAS's ELECTRONICALLY AS ONE DOCUMENT to the recruitment@icty.org in-box. Please indicate the job opening number in the subject line.
- 3) Applicants may have to sit the Administrative Support Assessment Test (ASAT) as per information circular ICTY/IC/2004/49 of 2 September 2004.

NOTE FOR EXTERNAL CANDIDATES:

- 1) External applicants must complete the UN Personal History Profile (PHP) form obtainable from the ICTY website (www.un.org/icty) and forward electronically AS ONE DOCUMENT to the recruitment@icty.org in-box. Please indicate the job opening number in the subject line. Applicants may have to sit the Administrative Support Assessment Test (ASAT) as per information circular ICTY/IC/2004/49 of 2 September 2004.

Special Notice:

1. Extension of the appointment is subject to the extension of the mandate and/or the availability of funds. Appointment against this post is on a local basis
2. Offers to selected candidates will be conditional upon successful completing the security induction training programme including a practical fire arms test.

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