



International Criminal Tribunal for the former Yugoslavia

Trial Attorney, P-4 (TVA) until 28 February 2017

DEADLINE FOR APPLICATIONS	:	27 July 2016
DATE OF ISSUANCE	:	21 July 2016
OFFICE	:	Office of the Prosecutor, Trial Section
VACANCY ANNOUNCEMENT	:	2016/ICTY/OTP/032-P

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

Organizational setting and Reporting:

This position is located on the Stanisic and Simatovic trial team in the Office of the Prosecutor.

RESPONSIBILITIES:

A: Under the supervision and direction of the Senior Trial Attorney, the Trial Attorney represents the Prosecutor before the Judges and Chambers by:

- Acting as co-counsel in proceedings before a Judge or Trial Chamber, or as lead counsel, if designated by the Prosecutor, or as counsel assisting with interlocutory appeals, as assigned;
- Preparing written pleadings such as motions, pretrial and final trial briefs, presenting oral arguments and examining witnesses in court.

B: Under the supervision and direction of the Senior Trial Attorney of the Stanisic and Simatovic Trial Team, the Trial Attorney gives legal direction and investigative advice to the trial team by:

- Assisting the Senior Trial Attorney in fulfilling his supervisory functions, and providing daily direction and legal advice to investigators and trial teams;
- Ensuring that the evidence collected addresses the charging theories, proves the elements of the offences charged, and meets other legal requirements, such as admissibility and reliability;
- Drafting legal documents as necessary for trial;
- Undertaking field missions and interviews of witnesses, suspects and accused, where necessary.

C: The Trial Attorney will have other functions, namely:

- Participating in briefings and planning conferences with other members of the Prosecutor's Office;
- Assisting the Senior Trial Attorney in daily management of the trial team;
- Undertaking such special assignments as may be required.

Competencies:

Professionalism – In-depth theoretical knowledge, including knowledge of international legal procedures and instruments, or criminal law (both substantive and procedural), international criminal law and procedure and significant experience in applying legal expertise to analysing a diverse range of complex and unusual legal issues and problems and in developing innovative and creative solutions, or in prosecuting complex criminal cases, preferably including experience at an international criminal tribunal; strong analytical skills and ability to conduct comprehensive legal research on a range of issues, including those of a unique and/or complex nature; proficiency in legal writing and expression and ability to prepare legal briefs, opinions, indictments or legal submissions/motions, and a variety of legal instruments and related documents; ability to lead and cross-examine witnesses and to make substantial legal arguments before Chambers of judges, or if required to take responsibility for the prosecution of criminal trials; discretion and sound judgment in applying legal expertise to sensitive, complex legal issues; strong negotiating skills and ability to influence others to reach agreement; demonstrated planning and organisational skills and ability to coordinate the work of others, work to tight deadlines and handle multiple concurrent projects/cases; good understanding of contemporary international relations and of UN system, organisation and interrelationships. 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.

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.



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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 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). A first level university degree in combination with qualifying experience may be accepted in lieu of an advanced university degree.

Experience:

Minimum of 7 years of progressively responsible professional legal experience, experience should have been as a prosecutor, criminal defense lawyer, or a private trial attorney. Prior experience with UN, or in a UN common system organization, international tribunal, or other international government organization, is desirable. Demonstrated oral advocacy skills and experience conducting witness direct and cross-examination will be an advantage.

Language:

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

HOW TO APPLY:

1. NOTE FOR INTERNAL CANDIDATES:

- 1) Staff at the P-3 and P-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 to the recruitment@icty.org in-box. Please indicate the job opening number in the subject line.

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.

Once received, a list of candidates who meet the requirements of the post will be sent to the supervisor, who will prepare a written comparative analysis of the candidates and make a recommendation for the position.

SPECIAL NOTICE: The appointment is limited to ICTY. Extension of the appointment is subject to the extension of the mandate and/or the availability of funds. ICTY is a smoke free environment.

PLEASE NOTE THAT APPLICATIONS RECEIVED AFTER THE DEADLINE AT MIDNIGHT (THE HAGUE TIME) ON THE CLOSING DATE WILL NOT BE ACCEPTED. ONLY THE SELECTED CANDIDATE WILL BE NOTIFIED OF THE OUTCOME.