



International Criminal Tribunal for the former Yugoslavia

Senior Medical Officer, P-5 (Temporary vacancy on a 50% basis)

DEADLINE FOR APPLICATIONS	:	18 August 2016
DATE OF ISSUANCE	:	11 August 2016
OFFICE	:	Registry, Office of the Chief of Administration (CAO)
VACANCY ANNOUNCEMENT	:	2016/ICTY/REG/ADM/033-P

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

Organizational setting and Reporting:

This position is located in the Medical Unit, Registry, The Hague.

Responsibilities:

Establish and maintain a comprehensive occupational health and medical service at the Tribunal, including pre-placement examinations, sick leave management, and supervision of clinical activities. Clinical and occupational medicine – Maintains clinical skills to a level required for performing medical examinations, walk-in consultations, and pre-hospital management of on-site medical emergencies. Versed in modern concepts of occupational and evidence based medicine. On the basis of medical and medico-administrative policies of the UN Medical Services Division, to develop and implement medical policies for the Tribunal. To promote and advise on health and safety related issues, both at The Hague and in field offices, including environmental and occupational health matters as well as ergonomic advice. To establish a preventative health and employee assistance program for staff. To ensure compliance with the standards and requirements of the United Nations Medical Service. To liaise with the UN Medical Service as well as with health insurance providers and medical specialists of other international organizations in the Netherlands.

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.
- **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.
- **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.
- **Client Orientation** – Considers all those to whom services are provided to be “clients” and seeks to see things from clients’ point of view; establishes and maintains productive partnerships with clients by gaining their trust and respect; identifies clients’ needs and matches them to appropriate solutions; monitors ongoing developments inside and outside the clients’ environment to keep informed and anticipate problems; keeps clients’ informed of progress or setbacks in projects; meets timeline for delivery of products or services to client.
- **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 Doctor of Medicine (MD) with current registration in country of origin or practice. Additional qualifications and experience in occupational medicine or public health highly desirable.

Experience:

Minimum of 15 years of progressively responsible experience preferably in an international environment. Knowledge of the Dutch health care system is a definite asset. Experience in the administration of health care programmes desirable.



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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 French and Dutch is an advantage.

HOW TO APPLY:

1. NOTE FOR INTERNAL CANDIDATES:

- 1) Staff at the P-4 and P-5 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 EXTERNAL CANDIDATES:

- 1) External applicants must complete the UN Personal History Profile (PHP) form obtainable from the ICTY website (www.icty.org) and forward electronically 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.