

# Job Title: Associate Analyst (P-2) JPO - OTP

19984 | OTP



## Deadline for Applications:

**Organizational Unit:** Unified Teams - Prosecution Pillars, Office of the Prosecutor  
**Duty Station:** The Hague - NL  
**Type of Appointment:** Junior Professional Officer  
**Minimum Net Annual Salary:** €55,000.00  
**Contract Duration:** In accordance with the JPO Agreement

## Organisational Context

Two Deputy Prosecutors, under the delegated authority of the Prosecutor, manage two Prosecution Pillars, each allocated with an number of situations and cases assigned to a Unified Team (UT) responsible for conducting the required investigation and prosecution activities. The Deputy Prosecutors, manage the UTs and oversee preliminary examinations, investigations, prosecutions, and when applicable, appeals proceedings, in relation to the situations and cases under their responsibility.

The Unified Teams (UTs) are multidisciplinary teams comprising investigators, analysts, lawyers, an international cooperation adviser, an information management assistant, a case manager, trial support assistants, and other specialists as required. Under the overall leadership of the Senior Trial Lawyer (STL), these professionals work cohesively towards the common purpose of conducting high quality, effective and efficient investigations leading to successful prosecutions.

The analytical component of the UT includes Analysts (P-3), Associate Analysts (P-2), and Analysis Assistants (G-4) of different nationalities and professional backgrounds (criminal or human rights investigations, military and police), and are able to work in multiple languages.

Analysts are deployed to the different UTs to address their analytical needs; they support the corresponding STL and Team Leader, and cooperate with investigators, lawyers and other staff assigned to the UT. They analyse and integrate information and evidence of many different kinds and in multiple formats and languages, including the following: structured data, witness statements, videos, imagery, intercepted audio records, internet content, digital data extracted from different carriers, and reports from different organisations.

The OTP is committed to gender equality and places special emphasis to the development of gender analysis in support of investigations.

## Duties and Responsibilities

Under the supervision of the Lead Analyst, the incumbent performs the following duties:

- **Leads** – Proactively identifies leads and advises the team about potential sources of evidence, including electronic media, social media and other open sources in internet, potential witnesses (victims, insiders, experts or other), telecommunications data (Call Data Records and others), and archives;
- **Databases** – Effectively utilises the databases available for all-source collation (Fact Analysis Database), evidence and investigations, including advanced searches and analytical output;
- **Analytical products** – Produces accurate and sourced analytical products in response to the requirements of the Unified Teams, including reports of different kinds (on incidents, crime pattern, profiles, groups and networks etc.), relational charts, timelines and GIS (Geographic Information Systems), in compliance with Office standards, and taking into account the social context of the crimes and background of the alleged perpetrators; Effectively disseminates analytical findings through such analytical products and presentations;
- **Operational support** – Responds to the immediate analytical needs of the operations conducted by the Unified Teams, including support for missions, interviews, and tracking of fugitives when required;
- **Evidence collection** – Participate in evidence collection missions on an exceptional basis as required by the investigation, including to collect documentary evidence or to support the interview of key witnesses;
- **Collects internet open sources** with appropriate tools and evidentiary standards;

## **Essential Qualifications**

### *Education:*

Advanced university degree, preferably in Criminology, Social Sciences, Data Science Law or other related field. A first-level university degree in combination with two additional years of qualifying experience is accepted in lieu of the advanced university degree;

Training in analysis techniques for criminal investigation, intelligence or social sciences, including on specialized software and databases;

### *Experience:*

At least two years of experience (four years with a first level university degree) in analytical work, preferably with a focus on complex criminal investigations and including international experience.▣

Professional experience in a multicultural environment at national or international level will be considered an asset;

### *Knowledge, Skills and Abilities:*

- Strong reasoning skill, including ability to understand complex scenarios of crime, handle simultaneously conflicting information and hypotheses, identify source biases, and develop sound logical inferences.
- Advanced computer skill, including ability to operate efficiently databases, searching engines and data mining, analytical software, GIS, statistics and graphic applications;
- Ability to handle complex and voluminous sets of records and facts; Flexibility and adaptability to new situations and changing circumstances;
- Ability to work under stress conditions and to meet strict deadlines;
- Ability to work effectively and constructively in multidisciplinary and multi-cultural teams;
- Professional integrity and ability to keep strict standards of confidentiality and security;
- Willingness to be deployed on mission to different countries, including in conflict or post conflict environments;

### *Knowledge of Languages:*

Proficiency in one of the working languages of the Court, English or French, is required. Working knowledge of the other is an asset. Knowledge of another official language of the Court (Arabic, Chinese, Russian and Spanish) would be considered an asset.

## **ICC Core Competencies**

### *Dedication to the mission and values*

- Acts consistently in accordance with the mission and values of the Organisation;
- Maintains confidentiality, acts with integrity and shows respect for diversity;
- Shows commitment to the organisation;
- Presents a positive image of the organisation during external discussions.

### *Professionalism*

- Applies professional and technical expertise;
- Keeps abreast of organisational issues;
- Produces workable solutions to a range of problems.

### *Teamwork*

- Listens, consults and communicates proactively;
- Handles disagreements with tact and diplomacy;
- Recognises and rewards the contribution of others.

### *Learning and developing*

- Identifies development strategies needed to achieve work and career goals and makes use of developmental or training opportunities;
- Learns from successes and failures;
- Seeks feedback and gives feedback to others to increase organisational effectiveness;
- Seeks opportunities for improvement of work;
- Has an open mind and contributes to innovation.

#### *Handling uncertain situations*

- Adapts to changing circumstances;
- Deals with ambiguity, making positive use of the opportunities it presents;
- Plans activities and projects well in advance and takes account of possible changing circumstances;
- Manages time effectively.

#### *Interaction*

- Expresses opinions, information and key points of an argument clearly;
- Handles contacts with diplomacy and tact;
- Communicates in a transparent and open way with internal and external contacts while complying with confidentiality requirements.

#### *Realising objectives*

- Accepts and tackles demanding goals with enthusiasm;
- Keeps to agreements with others;
- Focuses on client needs;
- Takes responsibility for actions, projects and people;
- Monitors and maintains quality and productivity.