

Job Title: Associate Trial Lawyer (P-2) - JPO

11001 | OTP

**Deadline for Applications:****Organizational Unit:**

Unified Teams - Prosecution Pillars, Office of the Prosecutor

Duty Station:

The Hague - NL

Minimum Net Annual Salary (Single Rate): €55,000.00

Contract Duration:

In accordance with the JPO Agreement

Organisational Context

The two Deputy Prosecutors, under the delegated authority of the Prosecutor, will manage two established Prosecution Pillars. The two Deputy Prosecutors will manage an equal division of situations and cases based on a Unified Team concept. Associate Trial Lawyers will be part of the Unified Teams.

The Deputy Prosecutors oversee preliminary examinations, investigations, prosecutions, and when applicable, appeals proceedings; providing strategic advice and guidance to the Prosecutor on each situation and case under her/his responsibility. This will include recommendations on prioritisation and effective use of resources.

Duties and Responsibilities

Under the supervision of the Senior Trial Lawyer, the incumbent performs the following functions:

- Provide legal advice and support to investigation teams by conducting relevant research;
- Draft legal documents;
- Analyse information and evidence in consultation with the Senior Trial Lawyer, in order to ensure that the Prosecutor's disclosure obligations and obligation to equally investigate exonerating circumstances are met;
- Prepare evidentiary materials for disclosure;
- Assist the Senior Trial Lawyers in preparing for pre-trial and trial proceedings;
- Perform any other tasks as instructed by the Director of the Prosecution Division and the Senior Trial Lawyer, including in-court litigation tasks.

Essential Qualifications*Education:*

Advanced university degree in law from a recognized university, preferably with specialisation in criminal, international, humanitarian or international criminal law. A first-level university degree in combination with two additional years of qualifying experience is accepted in lieu of the advanced university degree.

Experience:

A minimum two years of relevant working experience (four years with a first-level university degree) including pre-trial preparation and litigation.

Knowledge, Skills, and Abilities:

- Demonstrated experience in preparing or conducting complex legal cases;
- Good oral advocacy and drafting skills;
- Strong analytical and IT skills;
- Demonstrated ability to work on a litigation team, preferably with members from different criminal justice systems;
- Ability to work in a non-discriminatory manner, with respect for diversity;
- Personal and professional integrity.

Knowledge of Languages:

Fluency in either of the working languages of the Court, English or French, is essential. Ability to work in both English and French would be considered a strong 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.