

<h1>Vacancy announcement</h1>		
<h2>UN JPO DCC Trust Fund</h2>		
<h3>JPO in Investigations</h3>		
<i>Junior Professional Officer (JPO), International Criminal Court (ICC), Unified Teams, Prosecution Pillars, Office of the Prosecutor</i>		
		<b>Closing date</b> <b>31 March 2024</b> <b>6 pm EST</b>
<b><u>Vacancy Announcement DCC Trust Fund</u></b>		
<b>I General information</b>		
<b>Title:</b>	JPO in Investigations	
<b>Sector of Assignment:</b>	Legal Affairs	
<b>Country:</b>	The Netherlands	
<b>Location (City):</b>	The Hague	
<b>Agency:</b>	International Criminal Court (ICC), Unified Teams, Prosecution Pillars, Office of the Prosecutor	
<b>Duration of Assignment:</b>	Initially 1 year (with possible extension for another year)	
<b>Grade:</b>	P1 step 1 in the first year, P2 step 1 in the second year	
<p><b>Note:</b> This post is opened in the context of the Junior Professional Officer (JPO) Developing Country Candidates (DCC) Trust Fund and is addressed exclusively to <a href="#">candidates from Least Developed Countries as defined by the United Nations Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States (UN-OHRLLS)</a>. A complete list of eligible countries can also be found at the end of this vacancy announcement.</p> <p>Candidates <b><u>MUST BE NATIONALS OF ONE OF THESE ELIGIBLE COUNTRIES</u></b></p> <p>Candidates must but be born <u>on or after 01/01/1991</u> to be eligible for the position.</p>		
<b>II Duties, responsibilities and Output Expectations</b>		
<p>Under the overall management of the Deputy Prosecutor and the Head of the Unified Team, and the direct supervision of the investigation Team Leader, the incumbent is expected to:</p> <ul style="list-style-type: none"> <li>• Collect, screen and handle information and evidence in accordance with ICC legal framework and OTP standard operating procedures;</li> <li>• Conduct investigative interviews with victims, witnesses and suspects producing written or audio/video-recorded records of interview;</li> <li>• Manage contacts with external persons including victims, witnesses and intermediaries;</li> </ul>		

- Undertake the review and analysis of collected information and evidence and make recommendations for the next steps in the investigations;
- Take responsibility for the identification of required corroboration activities, as well as new leads and avenues of investigation;
- Assist the investigation team in developing a support network to further the investigations, including contacts with governmental and non-governmental organisations, civil society groups, relevant diaspora groups, media and other country/regional networks;
- Contribute, when required, to the process of disclosure of information and evidence in the judicial proceedings;
- Plan and participate in field missions;
- Support the Division in the development and implementation of strategic objectives and operational standards;
- Testify before the Chamber, when required;
- Performs other duties as required.

### **III Supervision**

The JPO will be integrated in an Unified Team, comprised of investigators, analysts and lawyers. The JPO will be under the overall management of the Deputy Prosecutor and the Head of the Unified Team, and the direct supervision of the investigation Team Leader.

### **IV Required Qualifications and Experience**

#### **Education:**

An advanced university degree (e.g. Master's degree or equivalent) preferably in Law, Criminology or other related fields, for example in Human Rights, Psychology, or Journalism, is required. A first-level university degree (e.g. Bachelor's degree or equivalent) in combination with two additional years of qualifying experience gained after the first-level university degree is accepted in lieu of the advanced university degree.

A diploma in criminal investigation from a law enforcement academy and/or relevant training in crime investigation techniques combined with eight years of relevant experience may be considered in lieu of a university degree.

#### **Working experience:**

A minimum of one year (three years with a first level university degree) of professional experience gained after the first qualifying university degree in either criminal investigations, investigations of serious human rights violations, financial investigations or investigative analysis, with a special focus on complex, large-scale cases, is required; Or same level of professional experience working with NGO's/IGO's/International Commissions of Enquiry, with a special focus on complex, large-scale cases, is required;

Experience conducting interviews with victims, witnesses or suspects is required.

**Knowledge, Skills and Abilities:**

- Ability to formulate investigative hypothesis, assess critically sources of different types, cross-check multiple sources and draft analytical reports;
- Good communication and negotiation skills; ability to communicate effectively and establish a good rapport with victims, witnesses and other external partners: police, NGOs, journalists, etc.;
- Ability for team-work, including listening, sharing, communicating, taking responsibility, providing peer-support and feedback in an respectful manner;
- Ability to properly manage confidential information and to comply with high level confidentiality requirements;
- Ability to research, organize, synthesize and analyze complex and large volumes of information;
- Good problem-solving skills and ability for creative thinking when dealing with complex and unforeseen situations;
- Knowledge of the requirements of international criminal law concerning the elements of crimes and modes of liability;
- Ability for pragmatic thinking and action, to focus on key points, identify priorities, plan work according to realistic objectives and schedules, and to recommend and implement specific action within short deadlines;
- Ability to work under stressful conditions;
- Ability to demonstrate a high degree of flexibility and adaptability to changing environment and plans;
- Awareness of gender issues and ability to work effectively in a multi-cultural and multi-disciplinary environment in a non-discriminatory manner, with respect and appreciation for diversity;
- High standards of professional and personal integrity and a strong commitment to the mandate and core values of the International Criminal Court.

**Languages:**

Proficiency in one of the working languages of the Court, English or French, is required. Working knowledge of the other is considered a strong asset.

Knowledge of another official language the Court (Russian, Arabic, Chinese and Spanish) would be considered an asset. Proficiency in Ukrainian or Hebrew is highly desirable.

**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.

### **V Background information on Agency/Department/Section**

The Office of the Prosecutor (“OTP”) is an independent organ of the International Criminal Court (“ICC”). It is responsible for examining situations under the jurisdiction of the Court where genocide, crimes against humanity and war crimes appear to have been committed, and carrying out investigations and prosecutions against the individuals who are allegedly most responsible for those crimes.

The JPO in Investigations will be integrated in an Unified Team, comprised of investigators, analysts and lawyers. Such teams are led by a representative of the Prosecutor and have the responsibility of investigating and prosecuting the crimes committed in the context of a situation under investigation. Within the Unified Teams, the JPO will be responsible for objectively and independently collecting evidence and performing other investigative activities to further the investigation and establish the truth, while ensuring proper witness and information management.

## VI How to apply

Candidates who would like to apply should do so **online** via

<https://owa.undesa.it/oas/oas.aspx?CMD=START&CP=14>

Applications must be received no later than **31 March 2024, 6.00 pm (Eastern Time UTC-5, New York USA)**. Applications received after this date will not be considered. Applicants will receive a confirmation of receipt.

**Only short-listed candidates will be contacted thereafter.**

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Afghanistan	Guinea-Bissau	Senegal
Angola	Haiti	Sierra Leone
Bangladesh	Kiribati	Solomon Islands
Benin	Lao People's Democratic Republic	Somalia
Burkina Faso	Lesotho	South Sudan
Burundi	Liberia	Sudan
Cambodia	Madagascar	Tanzania
Central African Republic	Malawi	Timor-Leste
Chad	Mali	Togo
Comoros	Mauritania	Tuvalu
Democratic Republic of the Congo	Mozambique	Uganda
Djibouti	Myanmar	Yemen
Eritrea	Nepal	Zambia
Ethiopia	Niger	
Gambia	Rwanda	
Guinea	Sao Tome and Principe	

