Career Opportunities: Associate Trial Lawyer (P-2) (19045)
Job Req ID 19045 - Posted 18/09/2019 - Professional - Legal Affairs - The Hague - NL

Deadline for Applications: 16/10/2019
Organizational Unit: Prosecution Division, Office of the Prosecutor
Duty Station: The Hague - NL
Type of Appointment: Fixed-Term Appointment
Minimum Net Annual Salary: €56,340.00
Contract Duration: To be determined

A roster of suitable candidates will be established for this post as a result of this selection process for fixed-term appointments against both established posts and positions funded by general temporary assistance (GTA).

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 years of qualifying experience is accepted in lieu of an advanced university degree.

Experience:
A minimum of 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:
Proficiency 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, 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 possible 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.

General Information
- The selected candidate will be subject to a Personnel Security Clearance (PSC) process in accordance with ICC policy. The PSC process will include but will not be limited to, verifications of the information provided in the personal history form and a criminal record check.
- Applicants may check the status of vacancies on ICC E-Recruitment website.
- Post to be filled preferably by a national of a State Party to the ICC Statute, or of a State which has signed and is engaged in the ratification process or which is engaged in the accession process, but nationals from non-state parties may also be considered.
- In accordance with the Rome Statute, the ICC aims to achieve fair representation of women and men for all positions, representation of the principal legal systems of the world for legal positions, and equitable geographical representation for positions in the professional category.
- Applications from female candidates are particularly encouraged.
- The Court reserves the right not to make any appointment to the vacancy, to make an appointment at a lower grade, or to make an appointment with a modified job description.