

Job Title: Deputy Prosecutor (ASG)

20621 | OTP



Deadline for Applications:	03/08/2021 (midnight The Hague time)
Organizational Unit:	Office Of The Prosecutor
Duty Station:	The Hague - NL
Type of Appointment:	Fixed-Term Appointment
Post Number:	TBC
Minimum Net Annual Salary:	€170,811.43
Contract Duration:	Up to nine (9) years, non-renewable (as per article 42.4 of the Rome Statute)

Important:

Application procedures are outlined at the end of this vacancy announcement. Applicants are kindly requested to comply with the procedures when submitting an application.

Note: The ICC is seeking applications from qualified candidates for two Deputy Prosecutor posts, pending budgetary approval.

ORGANIZATIONAL CONTEXT

The Office of the Prosecutor ("OTP" or the "Office") is an independent organ of the International Criminal Court ("ICC" or the "Court") headed by a Prosecutor who is elected by the Assembly of State Parties for a non-renewable mandate of nine years. The Prosecutor is responsible for examining situations under the jurisdiction of the Court where genocide, crimes against humanity, war crimes and crime of aggression appear to have been committed, and for carrying out preliminary examinations, investigations and prosecutions.

Under the Rome Statute, the Office is not only vested with legal independence from the other organs of the Court, it is also granted operational independence. The Prosecutor has full authority over the management and administration of the OTP, including staff, facilities and other resources.

The Prosecutor will be supported by two Deputy Prosecutors, who, under delegated authority and under his leadership, will manage the two Prosecution Pillars of the OTP and undertake the related duties and functions as set out below. The two Prosecution Pillars of the OTP will ensure increased integration and effectiveness of the Office's core activities on the basis of the unified team concept. The Prosecution Pillars are populated by Appeals Counsel, Trial Lawyers, Trial Support Assistants, Case Managers, Investigators, Analysts (including those working on preliminary examinations), International Cooperation Advisors and other staff.

DUTIES AND RESPONSIBILITIES

The Deputy Prosecutors will report directly to the Prosecutor and will be responsible for the management, supervision and direction of the two integrated Prosecution Pillars, under the direct guidance and supervision of the Prosecutor.

Within delegated authority, the core duties of the Deputy Prosecutors include:

- Managing the performance of all components of the Prosecution Pillars, including completing appraisals for senior team members;
- Overseeing preliminary examinations, investigations, prosecutions, and when necessary, appeals proceedings;
- Providing strategic advice and guidance to the Prosecutor on each situation and case under her/his responsibility. This will include recommendations on prioritization and effective use of resources;
- In consultation with the Prosecutor, overseeing the drafting, review, revision and implementation of relevant standard operating procedures and guidelines, and ensuring quality control within the Prosecution Pillars ;
- Ensuring effective coordination within and between the two Prosecution Pillars, maintaining an alignment with the overall vision and strategy of the Prosecutor;
- Coordinating workflows with the Integrated Services Division that will service both Prosecution Pillars with a view to optimizing integration and effectiveness;

- Ensuring prioritization and focus, at all stages from preliminary examinations onwards, on sexual and gender-based crimes and crimes against and affecting children. Prioritization may also include crimes against cultural heritage and other strategic priority areas identified by the Prosecutor;
- Reviewing filings and briefs before submission to the Chambers of the Court, in consultation with the Prosecutor, to ensure that they are supported by evidence and/or legal authority, and that confidential and sensitive information are properly managed for each submission;
- Ensuring compliance with, and adherence to, the budgetary processes of the Office, and contributing to discussions on the budgetary allocations and needs of the Office;
- Nurturing an environment conducive to staff wellbeing, building trust and ensuring managers and other staff are held accountable for a workplace free from discrimination, harassment of any kind, or abuse of authority;
- Fostering transparent and inclusive decision-making processes;
- Participating in the overall governance of the OTP;
- Fulfil any other task as requested by the Prosecutor.

ESSENTIAL QUALIFICATIONS

The successful candidate will have to demonstrate that she or he possesses the following competencies and skills to the highest standard:

Professionalism – knowledge and extensive experience in management and the practice of criminal law and/or international criminal law, including competence in and adherence to the relevant standards of conduct and experience in identification and implementation of best practices; strong conceptual and analytical skills, with the ability to identify problems and propose solutions; conscientious efficiency in honouring commitments, meeting deadlines and achieving results.

Strategic awareness – ability to identify strategic issues, opportunities and risks and to generate and communicate broad and compelling organisational and strategic direction and objectives to all stakeholders; ability to identify challenges (in particular, those arising from and related to the specific nature of the Court) and respond effectively thereto; demonstrable ability to provide strategic direction.

Leadership – proven and demonstrable track record of excellent management and technical leadership skills; ability to deal effectively with sensitive and contentious matters under pressure; proven ability to develop clear goals that are consistent with the agreed strategies and to establish excellent relationships and build team spirit with staff of the Office and a broad range of interlocutors.

Planning and Organizing – excellence in successful planning with strong managerial skills; proven ability to plan and establish priorities and to ensure effective work structure to maximize efficiency and effectiveness and to achieve goals.

Judgement/decision making – mature judgement and initiative, imagination and resourcefulness, energy and tact; proven ability to identify key issues in complex situations and to take adequate decisions being aware of the impact on others and on the Office and the Court more broadly.

Communication – excellent oral and written communication and negotiation skills with proven ability to establish and maintain effective interpersonal relationship in a multicultural, multi-ethnic environment with sensitivity and respect for diversity including gender awareness.

Information/digital technology – an understanding of the challenges and opportunities of a coherent information management strategy combined with an appreciation of the technologies involved.

EDUCATION

An advanced university degree in law, from a recognized university is required. A first level university degree in combination with two additional years of qualifying experience may be accepted in lieu of the advanced university degree.

EXPERIENCE

Pursuant to article 42, paragraph 3 of the Rome Statute, candidates must be persons of high moral character, be highly competent in and have extensive practical experience in the prosecution or trial of criminal cases. At least 15 years of documented progressively responsible managerial experience and the practice of criminal law and/or international criminal law, whether at a national or international level.

KNOWLEDGE OF LANGUAGES

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

SPECIAL NOTICE

As noted above, article 42, paragraph 3 of the Rome Statute requires that each Deputy Prosecutor shall be of "high moral character". To ensure this requirement is fulfilled, all candidates who apply to this position will be expected to undergo a thorough verification process. This process may include completing a detailed questionnaire, providing consent to contact former employers, state authorities, or academic institutions, and the verification of criminal records and academic/employment records. The ICC Independent Oversight Mechanism ("IOM") will assist the

Prosecutor in this process. After this stage of assessment, interview and review, the names of the three candidates shortlisted by the Prosecutor for each position will be announced publicly. An additional process, under the auspices of the Assembly of States Parties, will ensure that any allegation of misconduct that may be received after the names are made public can be fully scrutinised and assessed by the IOM prior to the election. Any failure by a candidate to submit to any part of this verification process may lead to the exclusion of the candidate from the selection process.

According to article 42, paragraph 4 of the Rome Statute, the Deputy Prosecutors shall be elected by secret ballot from a separate list of three candidates for each of the posts nominated by the Prosecutor, by an absolute majority of the members of the Assembly of States Parties. The Deputy Prosecutors shall hold office, on a full-time basis, for a non-renewable term of up to nine years unless a shorter term is decided by the Assembly of States Parties at the time of election.

Appointments of the Deputy Prosecutor(s) is subject to availability of funds.

Female candidates and those from civil law or mixed legal traditions are particularly encouraged to apply.

APPLICATION PROCEDURES

Applicants are requested to submit their confidential applications via the ICC e-Recruitment system before the closing date of the vacancy announcement.

As part of the application process for this position, additional documents will be required in addition to the online application which must be completed via the ICC e-recruitment system.

Upon completion of the online application through the e-Recruitment system, applicants will receive an email message from the ICC Recruitment team providing a link and instructions on how to submit the below listed documents:

1. Curriculum Vitae (4 pages maximum, in Word format);
2. Summary of relevant experience (no longer than 1,000 words, in Word format).

Please note that the items above should be based solely on the information provided in the online application completed using the ICC e-Recruitment system.

Please also note that the items above may be circulated to the Assembly of State Parties of the International Criminal Court and may be published on the Court's website.

An application may not be considered if these additional documents are not received by the closing date of the vacancy announcement.

Should there be any assistance required, applicants may contact the ICC Recruitment team via Recruitment@icc-cpi.int.

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, verification 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;

Posts 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.

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.

General Information

- In accordance with the Rome Statute, the ICC is committed to achieving geographical representation and gender equality within its staff as well as representation of the principal legal systems of the world (legal positions). Nationals from the list of non-represented and under-represented States are strongly encouraged to apply. In addition, applications from women are strongly encouraged for senior positions at the Professional (P) and Director (D) levels. Posts shall 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, as appropriate.

- 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, verification 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 web-site.
- 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.

