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**Election of the Registrar of the International Criminal Court****Note by the Secretariat**

1. Under the terms of article 43, paragraph 2, of the Rome Statute of the International Criminal Court, the Registry of the Court is to be headed by the Registrar, who shall be the principal administrative officer of the Court. Pursuant to paragraph 3 of the same provision, the Registrar shall be a person of high moral character, be highly competent and have an excellent knowledge of and be fluent in at least one of the working languages of the Court.
2. Rule 12 of the Rules of Procedure and Evidence<sup>1</sup> provides, in paragraph 1, that “as soon as it is elected, the Presidency shall establish a list of candidates who satisfy the criteria laid down in article 43, paragraph 3, and shall transmit the list to the Assembly of States Parties with a request for any recommendations.”
3. Upon receipt of any such recommendations from the Assembly of States Parties, the judges, acting under the terms of article 43, paragraph 4, of the Rome Statute, and in accordance with the procedure laid down in paragraphs 2 and 3 of rule 12 of the Rules of Procedure and Evidence, shall, as soon as possible, elect the Registrar by an absolute majority by secret ballot, taking into account the above-mentioned recommendations of the Assembly of States Parties.

**First election**

4. By a letter dated 15 April 2003<sup>2</sup>, the President of the International Criminal Court, acting pursuant to article 43, paragraph 4, of the Rome Statute and rule 12, paragraph 1, of the Rules of Procedure and Evidence, submitted to the President of the Assembly of States Parties the names and statements of qualifications of two candidates for the post of Registrar.<sup>3</sup>
5. On 23 April 2003 the Assembly adopted by consensus recommendation ICC-ASP/1/Recommendation 1, that the judges should proceed to elect the Registrar on the basis of the list submitted by the Presidency (ICC-ASP/1/11) in accordance with rule 12 of the Rules of Procedure and Evidence.
6. On 24 June 2003, following the recommendation by the Assembly, the judges meeting in plenary session, in accordance with the procedure laid down in paragraphs 2 and 3 of rule 12 of the Rules of Procedure and Evidence, elected Mr. Bruno Cathala (France) Registrar of the International Criminal Court for a period of five years, beginning on 3 July 2003. On 13 February 2008, Mr. Cathala submitted his resignation to the President of the Court, Judge Philippe Kirsch, to take effect on 9 April 2008.

<sup>1</sup>*Official Records of the Assembly of States Parties to the Rome Statute of the International Criminal Court, First session, New York, 3-10 September 2002 (ICC-ASP/1/3 and corrigendum), Part II.A.*

<sup>2</sup>ICC-ASP/1/11, annex I.

<sup>3</sup>*Ibid.*, annex II.

**Second election**

7. By a letter dated 5 October 2007, the First Vice-President of the International Criminal Court, Judge Akua Kuenyehia, acting pursuant to article 43, paragraph 4, of the Rome Statute and rule 12, paragraph 1, of the Rules of Procedure and Evidence, submitted to the President of the Assembly of States Parties the names and statements of qualifications of 10 candidates for the post of Registrar.<sup>4</sup>

8. On 14 December 2007 the Assembly adopted by consensus recommendation ICC-ASP/6/Recommendation 1.<sup>5</sup>

9. On 28 February 2008, taking into account the recommendation of the Assembly, the judges meeting in plenary session elected by an absolute majority, in accordance with the procedure laid down in paragraphs 2 and 3 of rule 12 of the Rules of Procedure and Evidence, Ms. Silvana Arbia (Italy) as Registrar of the International Criminal Court for a five-year term. On 17 April 2008, Ms. Arbia made the solemn undertaking pursuant to article 45 of the Rome Statute and assumed duty as Registrar.

**Third election**

10. By a letter dated 1 October 2012 (see annex I), the President of the Court, Judge Sang-Hyun Song, acting pursuant to article 43, paragraph 4, of the Rome Statute and rule 12, paragraph 1, of the Rules of Procedure and Evidence, submitted to the President of the Assembly of States Parties the names and statements of qualifications of 11 candidates for the post of Registrar: Ms. Alia Aoun (France/Lebanon); Ms. Silvana Arbia (Italy); Mr. Giancarlo Roberto Bellelli (Italy); Mr. John Hocking (Australia); Mr. Ralph Martens (Germany); Mr. Ngonlardje Kabra Mbaidjol (Chad); Mr. Lyn Parker (United Kingdom of Great Britain and Northern Ireland); Ms. Jocelyn Pierre (France); Mr. Daniel Didier Preira (Senegal/France); Mr. Claudio Santorum (Argentina/Spain); and Mr. Herman von Hebel (Netherlands) (see annex II).

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<sup>4</sup> See note by the Secretariat, "Election of the Registrar of the International Criminal Court" (ICC-ASP/6/16), annex I.

<sup>5</sup> *Official Records... Sixth session... 2007* (ICC-ASP/6/20), vol. I, part III, ICC-ASP/6/Recommendation 1.

## Annex I

### Letter dated 1 October 2012 from the President of the International Criminal Court addressed to the President of the Assembly of States Parties to the Rome Statute of the International Criminal Court

[Original: English]

I have the honour to submit to the Assembly of States Parties a shortlist of candidates for the position of Registrar of the International Criminal Court ("the Court"), as well as to inform you of the process that has led to the establishment of the aforementioned shortlist.

As you know, pursuant to article 43, paragraph 3, of the Rome Statute ("the Statute"), the Registrar shall be a person of *"high moral character, be highly competent and have an excellent knowledge of and be fluent in at least one of the working languages of the Court."* Article 43, paragraph 4, stipulates that the *"judges shall elect the Registrar by an absolute majority by secret ballot, taking into account any recommendation by the Assembly of States Parties."* Furthermore, according to rule 12, paragraph 1, of the Rules of Procedure and Evidence ("the Rules"), the Presidency shall establish a list of candidates who satisfy the criteria laid down in article 43, paragraph 3, and shall transmit the list to the Assembly of States Parties with a request for any recommendations.

The position of the Registrar was advertised on the Court's website (Vacancy Announcement 2028 EE-RE) on 22 June 2012 and the deadline for applications was 27 August 2012.<sup>6</sup> In total, sixty-seven (67) applications were received. The Court's Human Resources Section assessed all applications and found that thirty (30) candidates had met the minimum requirements stipulated in the Vacancy Announcement.

For the purpose of short-listing, the relevant criteria were based on the Vacancy Announcement and the requirements, preferences and additional advantages/assets specified therein. Based on these criteria, the three members of the Presidency individually evaluated the qualified candidates and together identified eleven (11) candidates who best meet these criteria and the requirements set in the Statute. The short-listed candidates are (in alphabetical order):<sup>7</sup>

Ms. Alia AOUN (France/Lebanon);  
 Ms. Silvana ARBIA (Italy);  
 Mr. Giancarlo BELLELLI (Italy);  
 Mr. John HOCKING (Australia);  
 Mr. Ralph MARTENS (Germany);  
 Mr. Ngonlardje MBAIDJOL (Chad);  
 Mr. Lyn PARKER (United Kingdom);  
 Ms. Jocelyn PIERRE (France);  
 Mr. Daniel PREIRA (Senegal/France);  
 Mr. Claudio SANTORUM (Argentina/Spain); and  
 Mr. Herman VON HEBEL (Netherlands).

Please find enclosed the candidates' curricula vitae and executive summaries of their relevant experiences, as well as the statistical overview of gender and geographic representation. I kindly request Your Excellency to submit the names of the shortlisted candidates to the Assembly of States Parties for any recommendation that it may wish to make, as pursuant to article 43 of the Statute and rule 12 of the Rules.

Please accept, Excellency, the assurances of my highest consideration.

(Signed) Judge Sang-Hyun Song

<sup>6</sup> <http://www.icc-cp.int/NR/rdonlyres/IAIFBOOE8-ADII-4AFC-8814-1AF68589628010/2028EERERRegistrar.pdf>

<sup>7</sup> In cases of dual nationality, the States listed first are ones in which candidates exercise their civil and political rights and are thus considered relevant for the purpose of geographic representation.

## Annex II

### Alphabetical list of candidates

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## Annex III

### Alphabetical list of candidates, with statements of qualifications

#### 1. Aoun, Alia (France/Lebanon)

(Original: English)

##### Executive summary of relevant experience

###### Lawyer

At the outset of my law studies in Lebanon, during the war, there was the need for rules to stem the chaos, limit the abuse and restore a certain balance in people's existences.

Since then, my professional activity has been dedicated to the implementation of the rule of law.

###### M.B.A.

Holder of a Master of Business Administration, I spent two years in banking and finance, learning the bases of budget planning, budget control and strategic management.

###### Attorney-at-law

Once admitted to the Paris Bar, I started to practice intensively as a criminal defence lawyer and legal representative of victims, alternately.

I held the responsibility for the administration of the legal aid program for more than two years, managing the teams of public defenders, training lawyers and liaising with the judiciary, detention authorities and police services. I drafted the Chart of the public defenders that was adopted by the Bar.

In parallel, I was responsible for the teaching of criminal law and criminal procedure at the Bar school.

As legal counsel of major organizations committed to the defence of human rights, I have struggled for the rights of minorities and led a number of non-discrimination cases.

Throughout this period, I lectured and published articles and books on criminal law and procedure and civil rights.

##### Commitment to the cause of international criminal justice

In 2006, I founded the think tank called « Avocats et Juristes pour le Liban » whose objectives are to promote the rule of law in Lebanon, the abolition of death penalty and the adoption of the Rome's Statute by the Lebanese state. As President of the association, I organized and chaired conferences that brought together academics, practitioners and stakeholders from diverse political background on topics of concern for the civil society. Most of the debates were published ([www.ajliban.org](http://www.ajliban.org)).

In 2006, I was admitted to the list of counsels of the ICC. Since then, I regularly participated in the seminars organized by the Registry. I followed, on a voluntary basis, the seminar held on international criminal justice at the College de France.

##### Work experience with an international court

As Deputy Head of the Defence Office of the Special tribunal for Lebanon (STL), my objective was to set up the bases for a fair trial and hence contribute to strengthen the legitimacy of the institution. I contributed to implement the strategy of the international tribunal mainly by advising the Head of the Office, participating in the meetings of the Senior Management, contributing to the Annual Report of the President and launching outreach activities.

Alongside the Head of the Office, I liaised with diplomats and senior officials. I proposed and monitored a cycle of seminars in partnership with the Lebanese Bar associations, in joint venture with the Victims Participation Section of the STL.

I sat in the Rule committee, proposed and discussed amendments to the Rules of procedure and evidence.

I represented the Defence Office in inter-organs meetings, at the plenary of Judges and presented our observations during court hearings.

As a supervisor of the Legal Advisory Section, I defined priorities for research, recruited staff and consultants and organized legal trainings for counsels. I notably monitored the drafting of the Code of conduct for counsels, the internal regulation of the Office as well as policies regulating our working relations with lawyers. The need to conciliate between the common law and the civil law was a major challenge.

I reviewed the financial planning, the implementation of the electronic legal tool and the reports sent to the

### **Management Committee and the Office of Legal Affairs of the UN**

The sensitive position that I occupied within the STL required diplomacy, cautiousness and devotion. I believe that the proposed position requires such qualities. I would be honored to devote my energy to contribute to the strengthening and development of an institution that bears the burden of achieving a noble cause. Rigor and technical expertise acquired during my career, combined with my desire for objectivity will serve, I hope, the neutrality of the Registry.

### **Statement of qualifications**

Attorney, Paris Bar

#### **Personal information**

45 years old

Lebanese and French national

#### **Work experience**

Sept. 2010 - May 2012 : Special Tribunal For Lebanon ([www.stl-tsl.org](http://www.stl-tsl.org)), The Hague

Deputy Head of the Defence Office

- Advice to the Head of the Defence Office on strategic matters
- Liaising with international and governmental organizations
- Diplomatic briefings, lecturing to judges, lawyers and law scholars
- Liaising with the organs of the tribunal and representing the Defence Office in inter-organ meetings
- Appearing in court on issues related to the fairness of the proceedings
- Proposals of amendments to the Rules of procedure and evidence and representation of the Defence Office within the Rules Committee of the Tribunal
- Orienting and supervising the work of the Legal Advisory Section
- Negotiating and adopting policies, guidelines and procedures for counsels
- Providing and organizing legal training for counsels

- Coordinating the budgeting process and financial management of the Office
- Acting on behalf of the Head of the Defence Office upon request or in his absence
- Recruitment and supervision of staff and consultants

Oct. 2006 - ongoing: Lawyers Association For Lebanon (www.ajliban.org), Paris

President, Founding Member

- Implementing the goals of the association : promotion of the Rule of law in Lebanon, defence of the civil liberties and abolition of death penalty
- Organizing and chairing seminars that bring together politicians, academics and lawyers on controversial issues :
  - *“Lebanon and the international legal order”* in 2007, *“The electoral reform”* in 2008, *“The Lebanese state, between crisis and reconstruction”* in 2009,
  - *“The role of Lebanon as a non-permanent member of the Security Council of the UN”* in 2010
- Fundraising
- Publishing the works of the association

July 2000 - Sept. 2010: Alia Aoun Law Office, Paris

Attorney at law, Founder

- General practice with specialization in criminal procedure and immigration law
- Defence of human rights activists and associations such as Act Up, La Ligue des Droits de l’Homme and the Committe against Modern Slavery
- Launching of the first trials in France after the adoption of the anti-discrimination law : 10.16.2008, Trial Chamber, Paris, *Halde vs. Hanotelle*,
- Racial discrimination ; 01.25.2007, Court of Appeals, Douai, *Act-Up vs. Vanneste*, homophobic insult
- Responsibility for the teaching of criminal law and criminal procedure at the Paris Bar School from 2002 to 2004
- Management of the Paris Bar teams of Public Defenders between 2002 and 2004

April 1996 - June 2000: Michel Audouin Verin & Hadjidjanian Marcus Seine-Saint-Denis

Junior lawyer

- Intensive practice as a trial counsel for the accused, victims and immigrants

Nov. 1991 - Aug. 1993: Compagnie Bancaire Et Financière Du Batiment Et Des Travaux Publics, Paris

Business Banking Client Manager

### **Publications**

- *“Droit et politique au Liban”*, Les Cahiers de l’Orient, n°38, Paris, April 2009 : direction and coordination

- “*Quelle loi, quel juge, quel crime ?*”, in Les Cahiers de l’Orient, n°38, Paris, April 2009
- “*Histoire du droit et de la justice en France*”, collective work, Prat, Paris 2007 : author of chapters on criminal law and criminal procedure
- “*À quoi reconnaît-on son juge?*”, in Lettre du Syndicat des Avocats de France, Paris, April 2004
- “*L’affaire des fichiers de police*”, in Lettre du Syndicat des Avocats de France, Paris, Juin 2003
- “*Le Pacs*”, collection Delmas, éditions Dalloz, March 2000 : first book published in France after the adoption of the law authorizing the civil partnership
- “*Vos droits et la loi*”, collective work, Reader’s Digest, March 2000
- “*Vos droits en toute occasion*”, collective work, Reader’s Digest, February 1997

### Seminars

- Judge, ICC Trial Competition, 5th edition The Hague 2012
- Lecturer, “*The trial in absentia before the Special Tribunal for Lebanon*”, “*The protection of the rights of the defence*», “*The definition of terrorism*” Paris, The Hague 2010 | 2012
- Participant, International Criminal Court Seminars for counsels The Hague 2008 | 2011
- Lecturer, “*L’Etat libanais, entre crise de régime et refondation*» Paris 2009
- Lecturer, “*Etat de droit et confessionnalisme politique*” Lille 2009
- Lecturer, “*Le projet de réforme électorale*” Paris 2008
- Lecturer, “*Les discriminations sexuelles en matière judiciaire. Le droit des étrangers*” Paris 2004
- Lecturer, “*L’organisation d’une défense collective*” Bordeaux 2002

### Education

#### Paris Bar School

Certificate of specialization in criminal law Paris 2004

Admission to Bar Practice Capa Paris 1995

#### Université Paris Ii Panthéon Assas

DESUP Diplôme de troisième cycle Droit et Pratique du Barreau Paris 1996

#### Université Paris I Panthéon Sorbonne

Master “*Carrières Judiciaires*” Paris 1994

#### Em Lyon Business School

Master of Business Administration Lyon 1990

#### Saint Joseph University

Master of Laws, Private Law Beyrouth 1988

Master of Laws, Public Law Beyrouth 1988

### Language skills

Arabic and French: Native languages

English: Fluent



## 2. Arbia, Silvana (Italy)

(Original: English)

### Executive summary of relevant experience

I have extensive senior leadership experience and a demonstrated ability to deliver strategic results in diverse areas, including human, financial and physical resource management, security, and field operations. I have over 30 years of well documented progressively responsible managerial experience in judicial institutions at both the national and international level. Throughout my long professional career I have continuously demonstrated an interest in and an aptitude for improving the functioning of judicial institutions. As a judge in Italy, I assisted in the administration of the Court. I initiated the modernisation of the judiciary in Rome, implementing a pilot project to digitize the courts. This greatly increased the efficiency of the court and was replicated across the country. My experience in labour law also serves as relevant experience for effective management of staff.

On the international level, I gained extensive experience at the ICTR in managing judicial proceedings. I was responsible for the management and professional development of almost 200 staff and for the efficient and effective running of the office of the Prosecutor. I have demonstrated strategic leadership, having prepared the strategic and general work plan for the prosecution at the ICTR and for the ICC as Registrar.

As Registrar, I have been responsible for the non-judicial aspects of the administration and servicing of the ICC since 2008. I have managed the performance and development of approximately 900 staff based in The Hague and in the field, recognising that the Court's human resources are its most valuable asset. I have adopted numerous Administrative Issuances in relation to staffing and performance; overseen developments in ICT; ensured the smooth and efficient operation of court proceedings; provided services to victims and witnesses, and promoted the understanding of the Court's mandate. Under my administration, the Court has grown from having held 121 hours of hearings in 2008, to approximately 1,000 hours in 2011; from receiving 675 applications from victims in 2008, to around 6,000 in 2011; and reached the first conviction in its history.

I have a proven track record of efficient management of public funds. In the ICTR, as a certifying officer with delegation of authority for accounts, I achieved a substantive reduction in expenditures. I also assisted the ICTR Registry with a review of all staff functions and negotiated with the UN regarding funding. For the past five years, I have managed the ICC's annual budget of approximately €100 million. I have extensive insight into the Court's financial rules, regulations, budgeting process, negotiations and implementation. I have demonstrated strategic awareness and the ability to meet operational requirements within very strict financial limitations. This has required prudent judgement, initiative and resourcefulness, as well as the ability to effectively lead a team to reach established goals.

Furthermore, I have made it a priority in my tenure as Registrar to provide full support to the judiciary. I have developed a practical and effective working relationship with the President and Presidency that has facilitated the efficient administration of the Court. I also have proven my ability to form effective relationships with States Parties to the Rome Statute and other relevant stakeholders. Finally, I have an excellent working knowledge of international diplomacy and negotiation through my work as the Italian delegate to the ICC Rome Conference, a member of the ICTR delegation to negotiate an agreement between the UN and Italy to enforce the ICTR judgments, and in my current role as Registrar.

Having worked as a lawyer, judge, prosecutor and now Registrar, I have a breadth of experience that grants me unique insight into the operations of all the parts of a judicial institution. The privilege of serving as ICC Registrar since 2008 has given me unrivaled relevant experience for the position of Registrar in 2013.

## Statement of qualifications

### Education

Laurea in giurisprudenza. Padova University, Italy, February 1976.

Special post lauream courses:

- Canadian Human Rights Foundation, Montreal, 1995.
- The Hague Academy of International law, 1991, 1992, 1993.
- Academy of European Law, Florence, 1990.
- International Institute of Human Rights René Cassin, 1989.
- Practice on computerized processing of judicial procedures since 1981.
- Advocacy training, Arusha, December 2001, February 2003.
- Result-based Budget Training, United Nations International Criminal Tribunal for Rwanda (ICTR), Arusha, April 2003.
- Humanitarian law, Arusha, February 2004.
- Media communication.

### Professional skills and expertise

- Legal and Judicial practice as counsel, public prosecutor and judge
- Penal law and Procedural law
- International law and international criminal law
- Human Rights
- Juridical database.
- Management

### Main relevant work experiences

1976-1978: Lawyer in a law firm in Venice, admitted to the Bar.

June 1979: Accession to the profession of judge and prosecutor (*magistrato ordinario*).

1980-1982: Judge on criminal cases, Venice.

1983-1988: Judge on criminal and labor cases, Venice.

1988-1993: Judge in Rome on labour cases.

1993-1999: Judge of Appeal's Chamber I, Milan, on criminal cases (organized crimes at internal and international level, including money- laundering and international traffic in drugs; corruption and violation; child abuses).

30 June 1999: Promoted to the rank of judge of Supreme Court of Cassation.

Since 24 October 1999: Appointed as Senior trial attorney, in the Office of the Prosecutor of the United Nations International Criminal Tribunal for Rwanda (UNICTR).

October 1999 - May 2003: Leader of a trial team dealing with international crimes, as genocide, crimes against humanity and war crimes, ensuring 12 indictments finalized and confirmed; 22 pre-trial cases; 2 trials.

15 December 2001 - 20 December 2002: Appointed as Acting Chief of Prosecutions, supervising around 92 staff including 8 trial teams.

30 June 2007: Promoted to the rank of judge qualified to be assigned of the most senior positions of the Court of Cassation.

July 2007: Promoted to the position of Chief of prosecutions involving the direction and the management of 12 trial teams, the Evidence Unit and the Investigations Section. This position filled until April 2008.

28 February 2008: Elected Registrar by the Judges of the International Criminal Court. Since 17 April 2008 to present filling such position.

#### **Other relevant work experiences**

- Lecturer on human rights, LUISS University, Rome, 1989-1993.
- Teacher of human rights at police officers' School, Rome, 1990-1992
- Teacher of electronic database "Italgire Find", CED, Court of Cassation, 1987-1989
- Member of the editorial staff of the magazine "I diritti dell'uomo, cronache e battaglie", Rome, from 1989.
- Consultant for NGO CRIC on protection of human rights in illegal immigrations.
- Responsible and co-coordinator of project "Persone senza status" received by the European Commission in the European Year against Racism, 1997.
- Appointed as representative of the Italian Ministry of Justice at the International Seminar on "Violence against minors" reporting on "European joint action and Italian law to fight trafficking in human beings and sexual exploitation of children", Madrid 3-6 November 1997.
- Appointed as representative of Italian Ministry of Justice at the Grotius programme - International Seminar on " Crime victims", Rome 27-29 May 1999.
- Appointed as representative of Italian Ministry of Justice at the International seminar on " crime victims in the European Union", Umea, Sweden, 1999.
- Appointed as Expert in Expertise mobilization in Bulgaria on "Money laundering", by European Commission, Technical Assistance Information Exchange Office-Reference N102, March 1998 (Contract n.012/98).
- Appointed as Italian delegate to the Diplomatic Conference for the establishment of an International Criminal Court, Rome, June-July 1998.
- Member of ICTR delegation to Negotiation concerning the Agreement between UN and Italy to enforce the ICTR judgment and to the signature of such Agreement (17 March 2004).
- Guest speaker at a Master on International and transnational crime, Teramo, February 2003.
- Guest speaker at the national and international seminars.

#### **Most relevant publications:**

- "L'elemento oggettivo del sequestro di persona. Linee evolutive della giurisprudenza italiana", XXVII International Course for magistrates, Centro studi Luigi Severini, Perugia, Italy, September 1980.
- "Il diritto alla rettifica alla luce delle recenti riforme", XXVIII International Course for magistrates, Centro studi Luigi SeverinPerugia, Italy, September 1981.
- "Aspetti privatistici del diritto alla salute", C.I.D.I.S. Conference , Jesolo, Italy, 1981.
- "Istituzione del giudice di pace nell'ordinamento giuridico italiano", XXIX International Course for magistrates, Centro studi Luigi SeverinPerugia, Italy, September 1982.
- "Il principio di specialità nell'estradizione", XXX International Course for magistrates, Centro studi Luigi Severini, Perugia, Italy, September 1983.

- “Banche dati e segreto professionale”, INFOLEX, Venezia, Italy, 1987.
- Essay on “I provvedimenti di polizia”, Nuovissimo Digesto, Utet 1986.
- Article on “Diritto internazionale del sistema Oil e diritto comunitario in materia sociale”, Il Foro italiano , 1993, pp 316-324.
- Article on “Lavoro carcerario, specialità del trattamento e diritti del detenuto”, Il diritto del lavoro , 1989, pp241-246.
- Article on : “ Licenziamento per giusta causa e pregiudiziale penale”, Il diritto del lavoro, 1988, pp. 481-486.
- Essay on “La Giurisprudenza italiana e la Convenzione Europea dei diritti dell’Uomo”, Rivista internazionale dei Diritti dell’Uomo, Milano, N.1/1999 (European Convention on human rights and domestic Italian law).
- Essay on International Convention on children rights (Edizioni scientifiche italiane, 1994).
- Report on juridical issues about immigrate children “I minori extracomunitari: problemi giuridici”, XV International meeting, Child Health Plan ’98, Ancona, Italy, 1998-05-28/30, Editor: G.M.Caramia, pp. 83-95.
- Commentario breve ai Trattati della Comunità e dell’Unione europea, edited by Fausto Pocar, published by Cedam, Padova 2001 (commentary sub articles 39/42; 125/130; 136/140).

**Languages**

Mother tongue: Italian

Other languages: Fluency in English  
Fluency in French

### 3. Bellelli, Giancarlo Roberto (Italy)

(Original: English)

#### Executive summary of relevant experience

- 1982 Graduated in Law (criminal procedure), University of Naples
- 1983-1984 Higher School of Public Administration (public management and finances); other higher education in The Hague and in Italy (1985/2011).
- 1985-1988 Counsellor at the Treasury, providing advice to the Office of the Prime Minister on constitutional issues; auditing of the National Budget.
- 1988-1989 Judge and Prosecutor (trial period), at the Military Tribunal in Rome: investigations and prosecutions of military offences, attending hearing and drafting judicial decisions.
- 1989-1992 Deputy Prosecutor. In the most challenging conditions, a number of complex and high profile investigations and prosecutions on serious crimes (e.g., murder, transnational drugs and arms trafficking, kidnapping, rape, corruption, fraud) against Mafia-type organized criminal groups, including in Mega-trials. Mandated for all organizational and efficiency measures of the Office (administration, staff, procurement, directives), forensics, directives for Police forces, and financial preventive measures.
- 1992-2007 Military Judge:
- Pre-Trial and Trial Judge (1992-1998) in Verona. Management of the Office, review of investigations, confirmation of charges, judgments, also in war crimes cases. Attached to various Tribunals and to the Appeals Court,
  - Judge for sentence enforcement (1998-2002) in Rome. Supervision of the detention regime and application of the Penitentiary Law, including enforcement of life imprisonment sentences for war crimes committed in 1944,
  - President of the Military Tribunal in Turin (2002-2007). Management of the Tribunal. Adjudication of serious crimes, including war crimes committed in 1944
- 1997-2007 Legal expert at the Ministry of Foreign Affairs for international criminal law. Member of a number of National Commissions for the implementation of international criminal law instruments. All International Criminal Court issues, since the 1998 Rome Conference. Active member of and chaired the COJUR-ICC. Delegate at the UN/EU/Council of Europe for a number of international criminal law and human rights matters, including witness protection, Civilian Crisis Management, and terrorism. Bureau member of the Committee of Experts on Terrorism (CODEXTER) at the Council of Europe. Participation and presentations at a number of international and national Conferences on all main international criminal law subjects. Organizer and co-ordinator of the major “Conference on International Criminal Justice” (Turin, 14-18 May 2007), as well as of the Round Table on “International Criminal Justice: role, future and opportunities” (Turin, 20 December 2005). UN expert and UNICRI consultant (explosives, weapons of mass destruction, terrorism, and criminal justice).
- 2007-present Legal Adviser at the Embassy of Italy to The Netherlands:
- Chairman of the Oversight Committee on the Permanent Premises of the ICC,
  - Chairman of the Budget Committee of the Permanent Court of Arbitration (previously of the Working Group on the Financial Regulations and Rules).

Author of a number of publications in international criminal law (justice and terrorism).

Fluent in English and French.

## **Statement of qualifications**

### **Personal information**

Born in Rome on 19 September 1957

Married, two children

### **Education**

- Laurea in giurisprudenza. University of Naples (1982)
- Higher School of Public Administration (1983-1984, public management and finances, Rome)
- Hague Academy of International Law (1985)
- Trainings of the Higher Council for the Judiciary (1989-2011, including on judicial management and organization, international law and organized crime)

### **Professional experience**

2007 to present: Legal Adviser, Italian Embassy, The Hague

2002-2007: President of the Military Tribunal, Turin

Head of the office: management and supervision of the administrative activities carried out by the Tribunal, including budget and finances, human resources, legal aid, and recovery of costs. Presiding judge: main trials included war crimes committed during in 1944, and serious crimes against the public administration.

1997-2007: Legal Expert in international criminal humanitarian law, Legal Department, Italian Ministry of Foreign Affairs.

Advise, drafting of relevant texts, and participation into negotiations. Advice on administrative law, judicial and legislative implementation of instruments of international criminal law and justice. All International Criminal Court related activities and initiatives, including: delegate to all meetings; drafting Italian implementing legislation of the Rome Statute and of its APIC; all actions in the European Union (e.g., 2001 Common Position; 2003 Chair of COJUR-ICC; Action Plan; technical cooperation on accession of Japan; EU expert on implementation; EU-ICC Focal Point for Italy). Since 1999, also advise the Ministry of Foreign Affairs Political Direction on Arms Control, Terrorism and Corruption, for crime prevention purposes.

1998-2002: Judge, Military Tribunal for sentence enforcement, Rome

Supervision of the enforcement of sentences (detention regime and application of benefits and measures under the Penitentiary Law), including for life imprisonment sentences for war crimes committed in 1944.

1992-1998: Judge, Military Tribunal, Verona

Pre-Trial judge: management of the Office and adjudication of offences under the Military Penal Law; supervision of investigations on military crimes in the North – East of Italy, including on war crimes committed in 1944; confirmation of charges, sentences and acquittals. Also attached to other judicial offices as Trial Judge (Verona, Torino, La Spezia and Bari; Appeals Court of Verona).

1989-1992: Deputy Prosecutor, Palmi (Reggio Calabria)

In the most challenging conditions, investigations and prosecution of the most serious crimes affecting an area of high criminal density. In a number of complex and high-profile cases against organized crime (mainly Mafia organizations): criminal proceedings, financial preventive measures, protected witnesses (*pentiti*), and leading Police. Prosecution in Tribunal, Assize and Appeals Courts. Mandated for the non-judicial functions relevant to the organisation and the efficiency of the Office of the Prosecutor, including for measures on: management of human and other resources and tools of the Office; directives and other internal organizational guidelines; directives to the Police forces; adoption of special investigative techniques.

1988-1989: Prosecutor and Judge (trial period), Military Tribunal, Rome

Trial period, assisting the Military Prosecutor in investigations and prosecutions, as well as attending the hearings and drafting decisions and judgments for the President of the Tribunal.

1985-1988: Counsellor at the Treasury, Rome

At the State General Accounting Department (General Auditor's Office), control of regional laws against Italian Constitution, providing advice to the office of the Prime Minister; auditing of the National Budget.

#### **Other relevant professional experience**

- Chairman of the Oversight Committee established by the Assembly of States Parties of the ICC on the project for the permanent premises of the Court (2011 to present); Vice-Chairman in 2010
- Chairman of the Budget Committee of the Permanent Court of Arbitration (2012)
- Chairman of the Working Group for the establishment of the Financial Regulations and Rules of the Permanent Court of Arbitration (2011)
- Organizer and President of the Turin Conference on International Criminal Justice (Torino, 14-18 May 2007), on the practice and case-law in international criminal justice, in preparation of the Review Conference of the Rome Statute. Attended by all Internationalized Tribunals, some 500 participants and 95 States (<http://www.torinoconference.com>. Also, ICC-ASP/6/INF-2 and Add.1)
- Organizer and coordinator of the Round Table on International Criminal Justice: role, future and opportunities (Turin, 20 October 2005)
- Delegate of Italy to international Conferences and intergovernmental Organizations on issues related to international criminal law and international humanitarian law, e.g.:
- International Criminal Court, including the 1998 Rome Diplomatic Conference; all the 10 sessions of the Preparatory Committee for the adoption of the implementing instruments of the Statute (1999-2002); a number of intersessionals, seminars and other events (1997-2006); all the Assembly of States Parties meetings (2002-2012); Hague Working Group of the Bureau of the Assembly of States Parties; Study Group on Governance.
- UN Convention on Transnational Organized Crime and Firearms Protocol thereto (Vienna, 1999-2001)
- UN Convention against Corruption. Negotiations at the *Ad hoc* Committee (Vienna, 2002-2003) and for the Merida signing Conference
- Council of Europe Convention on the Prevention of Terrorism (Strasbourg, 2005) and Protocol Amending the European Convention on the Suppression of Terrorism (Strasbourg, 2003)

- Council of Europe: PC-PW, protection of witnesses and collaborators of justice (2004-2005); PC-TI, special investigative techniques (2004-2005); CAHAR, legal aspects of territorial asylum, refugees and stateless persons (2005); DH-DEV, development of Human Rights (1998-2007); DH-PR, amelioration of the procedures for the protection of Human Rights (2000); CODEXTER, Experts on terrorism (2003-2008, Bureau member); DH-S-TER, terrorism (2000); GMT, multidisciplinary group on terrorism (2001-2002); PX-RX, racism and xenophobia (2002)
- European Union Council: COJUR, public international law experts; CIVCOM, Rule of Law in the Crisis Management
- National Commissions on IHL (Bruxelles 2000; Budapest, 2001; Geneva, 2002)
- Expert at UNODC on the illicit manufacturing of and trafficking in explosives by criminals and their use for criminal purposes, for of the possible elaboration of an international instrument thereon (2000)
- Consultant for UNICRI (United Nations Interregional Crime and Justice Research Institute), on “Strengthening International Cooperation to Combat Illicit Trafficking and Criminal Use of CBRN substances and Weapons” (2005). Scientific Adviser for all the International Criminal Justice Projects, including the publication of the “ICTY Manual on Developed Practices” (2008-2009) and the Legacy Projects of ICTY (Training and e-learning Portal, and Manual for the Defence - 2010-2011), as well as the Manual of ICTR practices (2010-2011) and other ICC related projects
- Member (1999-2006) of 11 National Commissions or Working Groups for the ratification and the implementation of instruments on international criminal law (ICC, Extradition and mutual legal assistance, IHL, Transnational Organized Crime, Cyber-Crime, Terrorism, Corruption)
- Advisor, in the Advisory Council of the Global Institute for the Prevention of Aggression

#### **Presentations on international criminal law and the Rule of Law**

- Conference on the International Criminal Court (Manila, 25-26 September 2008)
- Conference on International Criminal Justice (Turin, 14-18 May 2007)
- Seminar, Italo-Egyptian on international terrorism (Rome - IAI, 12 September 2006)
- Round Table on International Criminal Justice (Turin, 20 October 2005)
- Consultation, EU-Japan on the ICC (Tokyo, December 2004)
- Conference on the protection of cultural property in armed conflicts (Catania, October 2004)
- Conference on war crimes (Milan, May 2004)
- Seminar on criminal justice in civilian management of crisis (Madrid, May 2004)
- Conference on international cooperation against terrorism (Trento, May 2004)
- Conference on the European Union support to the ICC (Naples, September 2003)
- Conference on the Italian implementation on the ICC Statute (Rome - Capitol, July 2003)
- Symposium on the Rule of Law in Afghanistan (Washington, February 2003)
- Conference on the ICC (Turin - LINCS, November 2002)
- Conference on the ratification of the ICC Statute in Mediterranean Countries (Sevilla, February 2002)
- Conference on the ratification of the ICC Statute (Rome, May 2000)



- Training on international criminal law for judges and prosecutors (Rome – Higher Council for the Judiciary, February 2000)
- Seminar on international humanitarian law (Rome - IASD, January 2000)
- Seminar on international criminal justice (Turin - SIOI, March 1997)

### Languages

Italian: Mother tongue

English: Fluent

French: Fluent

### Publications

#### Books

- *International Criminal Justice: Law and Practice from the Rome Statute to its Review* (Farnham: Ashgate, 2010), pp. 702,
- *The Code of International Conventions and Italian legislation on Terrorism* – Italian (“Codice delle Convenzioni internazionale e della legislazione italiana sul terrorismo”) - (Roma: Istituto Poligrafico dello Stato and Editoriale Scientifica, 2003), pp. 1185,
- *Conference on International Criminal Justice*, proceedings and acts - English, French, Italian, pp. 358 (Torino: AGAT, 2008),
- *The Administration of the International Criminal Court* – Italian (“L’amministrazione della Corte Penale Internazionale”), series *Questioni contemporanee n. 22* – (Napoli: Editoriale Scientifica, 2006), pp. 94,

#### Articles

- “Overview of the International Criminal Court”, in *International Conference on the International Criminal Court* (Manila, 2008), pp. 9-23,
- “Offences against the administration of International Justice” in *The International Criminal Court* – Italian (“I reati contro l’amministrazione della giustizia internazionale”, in *La Corte penale internazionale*) – (Milano: Giuffrè, 2006), pp. 1261-1324,
- “The Rome Statute and the Italian Constitution”, in *The International Criminal Court* – Italian (“Lo Statuto di Roma e la Costituzione italiana”, in *La Corte penale internazionale*) – (Milano: Giuffrè, 2006), pp. 1597-1647,
- “A Council of Europe perspective on the fight against terrorism”, in *International Cooperation in Counter-terrorism: The United Nations and Regional Organizations in the Fight Against Terrorism*, ed. by G. Nesi, (Farnham: Ashgate, 2006), pp. 141-148,
- “Italian implementation of the Rome Statute and related constitutional issues” in *States’ responses to the International Criminal Court* by Roy S. Lee (Ardsey: Transnational Publishers, 2005), pp. 215-245,
- “Adaptation of the Italian legal order to the ICC Statute”, in *Diritto Penale e Processo*, n. 10/2003 – Italian (“Come adattare l’ordinamento giuridico italiano allo Statuto della Corte penale internazionale: lo stato dei lavori”), pp. 1299-1304,
- “The Work of the Preparatory Commission of the International Criminal Court”, in *The Global Community, Yearbook of International Law and Jurisprudence* (Oceana Publications: New York, 2002), pp. 1454-1459,

- “The Protocol No. 13 additional to the European Convention on Human Rights”, in *The Global Community, Yearbook of International Law and Jurisprudence* (Oceana Publications: New York, 2002), pp.1481-1482,
- “The Firearms Protocol additional to the Palermo Convention on Transnational Organised Crime”, in *The Global Community, Yearbook of International Law and Jurisprudence* (Oceana Publications: New York, 2002), 1494-1498,
- “The establishment of the International Criminal Court” in *The Global Community, Yearbook of International Law and Jurisprudence*, 812 (Oceana Publications: New York, 2001), pp. 812-819,
- “Shortcomings in the Interforce Investigative Unit” -Italian (“Le molte debolezze dell’unità investigativa interforze”), *Italia Oggi* (newspaper), 25 September 1991, p. 1,
- “No alternatives to mega-trials against Organized crime” – Italian (“Contro la delinquenza organizzata non c’è alternativa ai maxi - processi”), *Italia Oggi* (newspaper), 5 October 1991, p. 1,
- “*Shadows in the Bill*” (“Le zone d’ombra del provvedimento”), *Italia Oggi* (newspaper), 3 February 1992, p. 24,
- “Retirement age-limits for Judges and Prosecutors: a controversial Decree” (“Età pensionabile dei magistrati: un decreto che fa discutere”), *Italia Oggi* (newspaper), 3 March 1992, p. 1.

*Other scientific contributions*

- “Illicit Trafficking and Criminal Use of CBRN Materials and Weapons: an Analysis of the New Members of the European Union and their Neighbouring Countries” (UNICRI: Torino, 2005);
- “ICTY Manual on Developed Practices” (UNICRI: Torino, 2009), pp. 228;
- “Manual on International Criminal Defence – ADC-ICTY Developed Practices” (UNICRI: Torino, 2011), pp. 231.

## 4. Hocking, John (Australia)

(Original: English)

### Executive summary of relevant experience

I have the pleasure and honour to submit my candidature for the position of Registrar of the International Criminal Court (“ICC”).

As the ICC enters its second decade, the international community expects not only a consolidation of the Court’s achievements but also a renewed commitment to the delivery of its mandate, notwithstanding the increasingly burdensome cost of international justice. To meet these challenges, the ICC will require a Registrar with strong and commanding management skills.

I serve as the ICTY Registrar at a time when Member States have intensified their call for the expeditious conclusion of the Tribunal’s judicial activity with a parallel reduction of its resources. A time when, more than ever before, the ICTY is expected to join its action to the global strategic vision of the Secretary-General that the United Nations does more with less.

Against this backdrop, I have continually reassessed the ICTY Registry’s operations and implemented purposeful processes to both reduce costs and prepare the ICTY for closure. Deliberate restructuring and efficiency measures have brought about a reduction in resources whilst maintaining the continued support of a full trial and appeal schedule. Both of the ICTY biennium budgets I have presented as Registrar demonstrated fiscal restraint and responsiveness to the wishes of Member States. The Tribunal’s downsizing, that I have developed and implemented, has been praised as “best practice in leadership of a change process” by the Office of Internal Oversight Services. My extensive engagement with the diplomatic community has contributed to a radical turnaround in the ICTY’s success in the enforcement of sentences. The strong links forged with national jurisdictions has greatly enhanced the efficiency of our mutual collaboration.

On 10 January this year, the Secretary-General of the United Nations entrusted me with the additional responsibility of representing him as the Registrar of the Mechanism for International Criminal Tribunals (“MICT”), an unprecedented United Nations institution mandated to complete the work and preserve the legacy of both the ICTR and ICTY. Throughout the setting up and transition to the MICT, I was guided by both the Security Council’s vision of a small and lean institution as well as my own aspiration that the Mechanism build on the best practices of both Tribunals, thereby further developing international criminal justice.

It is with the same drive that led to the successful commencement of the MICT Arusha branch on 1 July 2012, and the same rigorous management that has enlightened my leadership of the ICTY Registry for over three years, that I would approach the mission of the ICC Registrar.

### Statement of qualifications

#### Professional experience

10 January 2012 to present: United Nations Mechanism for International Criminal Tribunals, Arusha and The Hague

Assistant Secretary-General and Registrar

Created under Security Council Resolution 1966 (2010), the Mechanism for International Criminal Tribunals (MICT) continues the jurisdiction, rights and obligations and essential functions of the ICTY and the ICTR.

Upon my appointment as Registrar, serving concurrently as Registrar of the ICTY at no additional cost to the United Nations, I have led the transition to the MICT focusing on the following areas:

- Smooth transition of the substantive ICTR Registry functions to the MICT Registry, ensuring that the MICT is able to conduct with no gap in service from day 1: administration of enforcement of sentences; witness protection and support; management of ICTR and ICTY archives; and, assistance to national jurisdictions.
- Establishment of an administrative infrastructure for the MICT to ensure the provision of the following services: safety and security; human resources; budget and finance; general services; telecommunications; procurement.
- Providing legal and administrative support to the President and Prosecutor, including the development of policies and recruitment of staff.
- Construction of the new premises of the Arusha Branch. I coordinated the preparation of a report, endorsed by the Secretary-General, for the construction of the new premises of the Arusha branch pursuant to General Assembly Resolution 66/240. I defended the report before the Advisory Committee on Administrative and Budgetary Questions (ACABQ) and the Fifth Committee of the General Assembly. The construction project is now in its initial phases.

On 1 July 2012 the Arusha branch opened its doors, and is fully operational.

15 May 2009 to present: United Nations International Criminal Tribunal for the former Yugoslavia, The Hague, Netherlands

Assistant Secretary-General Registrar

As Registrar I have overall managerial responsibility for the administrative functioning of the Tribunal (approximately 850 staff and an annual budget of US\$140 million) and I am charged to provide judicial, legal, administrative, and diplomatic support to the Tribunal's judicial activities. I also represent the Secretary-General for all staff and financial matters at the Tribunal. Specific duties comprise:

- Efficiently and effectively implement the Completion Strategy as it relates to matters within the purview of the Registrar, including the downsizing process and the transition to the Mechanism for International Criminal Tribunals.
- Oversee and ensure the Division of Judicial Support Services, leading and managing all court related services, and issuing legal decisions and submissions on various case related matters. I oversee the provision of the following services: witness protection management, defence counsel and self-representation management, detention, court registry operations, legal translation and interpretation.
- Oversee and ensure the provision of administrative services to Judges and Prosecution, and all staff in the following areas: recruitment and staffing administration; budget and finance; safety and security; procurement; IT and telecommunications; general services.
- Implement the Tribunal's public relations and outreach programmes and actively engage with regional stakeholders and partners, in line with the overall communication strategy of the Tribunal.

In a short period of time and under difficult and rapidly evolving circumstances, I have demonstrably improved the Registry operations. On my watch, the ICTY Registry is a professional and reliable partner to Chambers and the Office of the Prosecutor, providing administrative and judicial support of the highest standard. I have led the development and

implementation of the ICTY's downsizing strategy, which has been praised as "best practice in leadership of a change process" by the Office of Internal Oversight Services in its recent audit of the ICTY's downsizing process. I have implemented a reduction in the ICTY's staffing resources whilst maintaining and even increasing productivity levels by combining efficiency measures and restructuring. I have significantly contributed to the revamping of the Tribunal's external relations and outreach efforts, and greatly reduced the backlog of convicted person awaiting transfer for enforcement of sentence.

31 August 2004 - 14 May 2009: United Nations International Criminal Tribunal for the former Yugoslavia, The Hague, Netherlands

#### Deputy Registrar

Initially appointed on SPA and formally promoted on 30 November 2004. As Director of the Division of Judicial Support Services, I have:

- Led and managed all court related services including: the provision of legal support to the Judges (approximately 80 lawyers), the Victims and Witnesses Section, the Court Management Section, the Detention Unit, the Defence Counsel Unit including the management of Legal Aid and the Translation and Interpretation Service.
- Directly supervised seven section chiefs (D1/P5/P4 level) with approximately 400 staff under my overall authority.
- Issued legal decisions and Registry submissions to Chambers on various case related matters including assignment of Counsel, and conditions of detention.
- Deputized for the Registrar and acted in his absence.

I created a well managed and effective team of highly competent and diverse professionals who have been able to successfully run six trials a day. Ever committed to the development of a strong team, I fostered a work environment where staff can flourish despite the pressures of the Tribunal's workload and the rapidly evolving circumstances brought about by its completion strategy.

1 April 2000 – 30 August 2004: United Nations International Criminal Tribunal for the former Yugoslavia, The Hague, Netherlands

#### Senior Legal Officer

Promoted to P5 position in 2000. I had a management and a substantive legal role in:

- Chambers (comprising 25 Judges at USG level) Support Management: directly supervise Appeals Chamber lawyers and support staff (then 15 lawyers P2 to P5 and five GS); strategic development; preparation of Budget; provision of resources and facilities; recruitment of legal staff (approx. 50); review working practices; preparation of annual reports to the Security Council and General Assembly; represent Tribunal at international fora; serve on internal committees of Tribunal: Chair, Central Review Board, e-PAS Joint Monitoring Committee, Steering Committee on Internal Communication; previously - vice-Chair APB, member LCC.
- Senior Legal Adviser: develop and implement the work programme of the ICTY and ICTR Appeals Chambers; provide legal advice to the seven Appeal Judges (USG); on instruction from Appeal Judges, supervise research and drafting of decisions of the Appeals Chambers with due consideration to relevant legal instruments.

Responsible for the recruitment of almost all of the professional staff in Chambers. Established a broad channel of communication between

Chambers and the rest of the Tribunal. Undertook a review of the working practices of the Appeals Chamber and produced the Appeals Chamber Reform Plan. The Plan was adopted by the Judges at a Plenary meeting and the proposed reforms have been implemented. These included amendments to the Tribunal's Rules of Procedure and Evidence, the adoption of Practice Directions and improved working methods.

7 March 1997 – 31 March 2000: United Nations International Criminal Tribunal for the former Yugoslavia, The Hague, Netherlands

#### Legal Officer

With the growth of the Tribunal my role changed significantly. I was initially recruited as P4 legal officer to run the Tribunal's second trial, and its first multi-accused trial, which is considered a landmark judgment of the ICTY. The trial was complex with four accused and a very active defence team. My main duties involved: supervising the team of lawyers; overseeing and reviewing draft decisions, orders and memoranda; advising judges on procedural and substantive legal issues; liaising with defence and prosecution; supervising research and drafting of judgement. On completion of the trial in November 1998, I was assigned to support the Judges of the Appeals Chamber. Duties: develop and implement the work programme of the ICTY and ICTR Appeals Chambers; provide legal advice to the seven Appeal Judges (USG); supervise research and drafting decisions of the Appeals Chambers.

1994 - 1997: Special Broadcasting Service (SBS), Sydney, Australia

#### Senior Policy Adviser

Provide detailed legal and policy advice, ministerial responses and government representations on various issues to the Special Broadcasting Service ("SBS") Board and Executive; formulated policy directions; represent the SBS on the Asia-Pacific and European Broadcasting Unions and other national and international committees; serviced the SBS Board and Community Advisory Committee, including organising and attending the monthly meetings; organised international co-operative agreements between the SBS and other broadcasters.

1989 - 1993: Organisation for Economic Co-operation and Development (OECD), Paris, France

#### Legal/Policy Officer

Planned, researched and drafted reports on both national and international policy actions and legal issues on intellectual property, the environment, development, the OECD Guidelines for the Security of Information Systems, personal data and privacy protection, and energy; serviced, organised and represented the OECD at high-level international meetings and workshops; acted as Special Assistant to the Executive and Deputy Executive directors of the International Energy Agency.

1986 - 1988: Then, 1 Dr Johnson's Chambers, Temple, London, UK

#### Legal Assistant to Geoffrey Robertson, QC

Pupillage: legal research and prepare papers and speeches on international law, human rights and intellectual property; attend in court; write draft scripts for Australian television programme, "Hypotheticals".

1986 - 1988: British Film Institute, London, UK

#### Legal and Policy Adviser

Single-handedly responsible for the successful negotiation of a change in English copyright law through the Houses of Parliament; prepared briefing papers and opinions on intellectual property and censorship issues; briefed

politicians and government departments; organisation of the 1987 London Film Festival.

1985 - 1986: Then, President of the New South Wales Court of Appeal, Sydney, Australia  
Associate to Justice Michael Kirby

Appeared in court as Judge's Associate; undertook substantive legal research and analysis; drafted decisions and orders; liaised with members of the judiciary, politicians, counsel, the media and public; organised administrative functions of the Court.

1984 - 1985: Australian Film Commission, Sydney, Australia  
Assistant Legal Officer

Provided legal opinions on the Commission's various statutory functions; undertook legal research; processed Freedom of Information requests.

### **Academic qualifications**

- Master of Law (with merit): London School of Economics and Political Science, University of London, England, 1988
- Bachelor of Law: University of Sydney, Australia, 1984
- Bachelor of Science: Monash University, Melbourne, Australia, 1980

### **Professional qualifications and training**

- United Nations Prohibition of discrimination, harassment, including sexual harassment and abuse of authority training – June 2011
- Freshwater Academy Communication Strategy and Media Interview Training – November 2010
- Freshwater Academy Communication Strategy and Media Interview Training – April 2010
- United Nations Ethics and Integrity Workshop for Senior Management – February 2007
- United Nations Directors Management Training - April 2005
- United Nations Collaborative Negotiation Skills Workshop - November 2002
- Barrister, Lincoln's Inn, London, England - Admitted 3 May 1988
- Barrister/Solicitor, Supreme Court of Victoria - Admitted 5 May 1986
- Solicitor, Supreme Court of New South Wales - Admitted 6 July 1984

### **Languages**

English: Mother tongue.

French: Fluent (United Nations French Proficiency Certificate, Diplôme de Langue Française, Alliance Française 2001)

### **Publications (non-exhaustive)**

- International Criminal Law Review, co-editor, Kluwer, quarterly, since Volume 1, December 2001 to present.
- Man's Inhumanity to Man – Essays in Honour of Antonio Cassese, co-editor, Kluwer, June 2003.

- Essays on the Procedure and Evidence of the ICTY in Honour of Gabrielle McDonald, co-editor, and author of the chapter: Interlocutory Appeals before the ICTY, Kluwer, December 2000.
- The Times, Educational Supplement, 29 April 1988 - Empowering Teachers Under the new Copyright Bill.
- Journal of Media Law and Practice, December 1987 - The Copyright, Designs and Patents Bill.
- The Producer, November 1987 - Film Production under the New Censorship Laws.
- The Listener, 5 May 1987 - Offensive Act?



## 5. Martens, Ralph (Germany)

(Original: English)

### Executive summary of relevant experience

After my departure from the ICC in September 2009 to the present date I have been assuming the function of Administrative Director at the European Molecular Biology Laboratory signing responsible for Budget, Finance, Grants, Legal, HR, Procurement, IT, General Services, Facility Management, Security and Administration. In this capacity I am also in charge of all working relationships with the Finance Committee and Council with 20 member States in regards to all administrative matters.

Ever since I was able to extend and widen my vast experience in organisational management, delivering services to challenging and demanding environments, providing me with ample qualifications for the position of the Registrar:

More than 25 years of experience in leadership and management collected with international organisations in both the public and private sector in the most diverse cultural environments with direct management responsibility for more than 400 staff.

Ability to motivate, lead, manage and develop staff enabling a working atmosphere producing the most effective utilization of resources. Liaising and negotiating with staff associations in order to generate an environment of fair and equal treatment.

A proven track record of developing and managing budgets, excellent knowledge of information and communication technologies, including several implementations of ERP (SAP) systems. As Director of Common Administrative Services drafted, negotiated internally and externally, and implemented the Court's budget for several years. Chaired the IT Advisory Board, guided the development of the Court's first 5-year IT investment plan and the implementation of its document management system.

Professional competence in change management, demonstrated in numerous managerial reforms and improvements in the administrations of various large public and private corporations. Developed and implemented with my colleagues from the Office of the Prosecutor and the Presidency the Court's first strategic plan and risk assessment and integrated the resulting objectives into the performance assessment system.

Comprehensive understanding of the legal frameworks of international organisations and their rules and regulations and providing legal services and advice, ensuring the proper implementation and appropriate compliance.

Thorough familiarity with large scale infrastructural and logistics projects. Established the Field Operations Section and supervised the implementation of the field offices in Uganda, DRC, Central African Republic and Chad. Signed responsible for the Court's move to the Hoftoren and the Haagse Veste buildings.

Proven ability to build good relationships with the Office of the Prosecutor and the Presidency. Advised or represented the Registrar in all Inter-Organ Executive or Advisory Committees such as Coordination Council, Oversight Committee, Presidency Meeting, Tricom, Permanent Premises, etc.

Extensive experience in successfully liaising with the Court's Assembly of States Parties, the Committee on Budget and Finance, the Hague and New York Working Groups, the Host Country and NGOs with the ability to effectively communicate, draft and work in two languages.

I am certain that I have the demonstrated ability to lead the Registry and to ensure that it delivers the services necessary to support this important organisation in the performance of its mandate in the most effective and efficient manner. My ethical and interpersonal skills and my experience in creating team spirit in a multicultural environment would enable me as Registrar to make a significant contribution in the further development of the Court.

Because of my previous assignment, also as Acting Registrar, with the ICC, the Court would take enormous advantage of my experience and expertise. For me, it would be

an acknowledgement of my work already done and a tremendous honour and welcome challenge to serve again one of the most important organisations of the world.

## Statement of qualifications

### Work experience

2009: European Molecular Biology Laboratory, Heidelberg, Germany

The European Molecular Biology Laboratory is one of the highest ranked scientific research organisations in the world and Europe's flagship laboratory for life sciences. It was established as an intergovernmental organisation in order to promote molecular biology across Europe, and to provide an attractive alternative to the United States as a workplace for Europe's leading young molecular biologists. With presently 20 member states and a budget of €180 million in 2012 the laboratory employs around 1,700 people.

#### Administrative Director

- Directing and managing Finance, Budget, Grants Services, HR, IT, Procurement, Logistics, Legal, Security, Facility Management, Staff Services and Administration.
- Development and implementation of the first strategic plan and risk management of the Laboratory.
- Review of the staff rules and regulations.
- Reengineering of several different work processes.
- Implementation of SAP reporting suite with Business Objects and Business Warehouse.
- Negotiation of several agreements with host countries and other governmental authorities.
- Responsible for all staff association related matters.
- Chairman of the Board, EMBL Endowment Foundation.

2004 – 2009: International Criminal Court, Den Haag, Netherlands

The International Criminal Court was established by the Rome Statute, which entered into force in 2002, to pursue the perpetrators of the most serious crimes of international concern, namely genocide, crimes against humanity and war crimes.

#### Director Common Administrative Services

- Directing and managing IT, Finance, Budget, Controlling, HR, Procurement, General Services, Field Operations and Administration.
- Drafting, negotiating and implementation of the Court's annual budget.
- Development of the first strategic plan of the Court.
- Implementation of the operational infrastructure in DRC, Uganda, Chad and Central African Republic.
- Responsible for working relationships with 108 States Parties, host State and Committee on Budget and Finance on several topics.
- Reorganisation of all administrative departments.
- Development of different human resources strategies.
- Implementation of SAP/R3, FI, Procurement, HR and Business Warehouse.

1997 - 2004: Informa Group plc, London, England

Global provider of business to business information generating turnover in excess of £320 million in more than 180 countries with 3,500 conferences and 1,500 publications.

2000 - 2004: Informa Operations Group, London, England

Managing Director and Director of the Board

- Line responsibility for and post merger consolidation of IT, Finance, Customer Services, Marketing, Direct Mailing, Distribution, Logistics and other back-office related functions with 22 facilities in and around London, servicing turnover of £200 million, with a total cost budget of £25 million.
- Merged legal entities migrated accounts and consolidated all departments into one company.
- Merged IT departments, consolidated two major wide area networks into one mesh network. Implemented first SAP IS-Media application in the UK for 800 users in less than 8 months.
- Tendered all distribution contracts for more than 100,000 publishing subscriptions and 20 million mailing pieces worldwide.
- Acted as consultant from 2002 to 2004, continuing to support the Informa Group.
- Also consulted family owned companies and smaller businesses in several different industries and performed due diligence process with the objective to acquire a company in the media industry.

1997 - 2000: Euroforum Deutschland GmbH, Düsseldorf, Germany

German subsidiary of Informa Group plc, producing 1,000 conferences with turnover in excess of DM100 million and 240 staff.

Managing Director

- Line responsibility for Finance, Controlling, IT, Personnel, Purchasing, Customer Services, Marketing Services, Direct Mailing, Desktop Publishing, Printing, Conference-Technology, Sponsoring, Managed Events and the Austrian subsidiary.
- Implementation of advanced MIS including a comprehensive break-even control structure
- Reorganised the entire area of responsibility.
- Restructuring of all commercial divisions.
- Outsourcing of all business non-critical functions.
- Implementation of joint venture with leading Swiss financial newspaper.

1985 - 1997: Döhler GmbH, Darmstadt, Germany

Privately held, DM800 million manufacturer supplying natural food and beverage ingredients including process engineering to industrial and food-service markets, with 20 subsidiaries in 3 continents and agents worldwide.

1991 - 1997: Döhler America, Inc., Princeton, New Jersey

President and Director

- Line responsibility for Import, Development, Production, Marketing and Sales of food ingredients for the American food industry and food service market.
- Area responsibility for North and South America.

- Turned around and repositioned two subsidiaries.

1989 - 1991: Döhler Vertriebs GmbH, Darmstadt, Germany

Chief Financial Officer

- Participated as key member of a management team in all negotiations for dissolution of a global DM100 million joint-venture with operations in USA, Germany, Netherlands, Belgium, Spain, France and Portugal
- Subsequently assumed responsibility for Finance, Controlling, IT, Purchasing, Inventory Control, Product Management and Key Accounts for German subsidiary with revenues in excess of DM50 million.

1989 - 1991: Döhler GmbH, Darmstadt, Germany

Deputy Division Manager

- Line responsibility for Finance, Controlling, IT, Product Management and all subsidiaries worldwide for the Division Food.
- Developed and managed global strategic marketing plan, consolidating activities of subsidiaries.
- Designed and implemented international planning and controlling system.

1987 - 1989: Head of Corporate Controlling

1985 - 1987: Assistant to the Board of Directors

### **Education**

Diplom-Kaufmann (MBA), Justus-Liebig-University Giessen, Germany, 1985

Major: Organisation/Management, Business/Production Planning, Marketing

### **Languages**

Native German

Fluent English

Basic French and Spanish

## 6. Mbaidjol, Ngonlardje Kabra (Chad)

(Original: English)

### Executive summary of relevant experience

Fully knowledgeable and possess right profile to assume responsibilities attached to the post, for the work experience and professional knowledge of senior policies and decision-making processes progressively acquired, as a result of various leadership positions in the United Nations HQs and in field offices. Developed consistent skills in managing international public funds and other resources, including in large and complex emergency operations, and possess track record of excellent management and proven ability to analyze situations, plan, establish priorities to ensure efficiency, respect of commitments and maximize results to achieve goals. During 30 year-long career, mainly in the United Nations, benefited from opportunities that have enhanced personal skills and practice in strategic planning and direction, including budget requirements and projects implementation, monitoring, ensuring overall review to identify related issues, providing advice to the executive direction and management, reporting and keeping other stakeholders informed of the results and challenges.

Developed negotiation and mediation skills, good judgment and initiative, analytical skills, diplomatic and political acumen in addressing operational challenges and sensitive situations, as a staff member, a team leader, as a director, as a country or regional representative, monitoring emergency or regular operations involving multiple local, regional and international partners, and large staffing resources, ensuring UN principles, and UN financial regulations and rules are observed. Undertook senior leadership training activities, and acquired through practice a proven record of work experience in relevant skills such as engaging partners at international, regional and local levels, representing the Organization, building and nurturing team spirit in a multi-cultural environment, and mobilizing resources for the implementation of a programme of work. Most importantly, possess track record of supervising substantive servicing of the UN Treaty Bodies, and representing the High Commissioner or the Secretary General, as appropriate, in meetings of the UN institutions, answering queries from stakeholders.

As a co-chair of the UNHCR appointment, promotion and posting board, for two consecutive years, have been at the heart of the implementation of staffing policies and guidelines. Will bring these skills to ICC if selected for the challenging position of Registrar. Moreover, can add value to the work of the ICC support team, not only as a seasoned senior manager, a human rights advocate and a humanitarian worker, but also as a senior ethics officer, since functions of Director, UNHCR Ethics Office enhanced personal ability to operate effectively in multi-cultural settings, and nurture a culture of professionalism, integrity, accountability and transparency in work environment. Personal exposure and mobility to different posts facilitate integration in new teams, and strengthen personal ability to establish good relationships with colleagues and a wide range of people. Learnt to work under pressure of tight schedules and in stressful working conditions, for having served in complex emergency operations with related staff/office security challenges. Fully aware of sensitivity attached to database recording and management, and related information technology issues. Speak and work in English and French, and have notions of Spanish and Arabic.

### Statement of qualifications

#### Overview

Senior UN staff member with extensive experience in leadership and change management skills, leadership advice and servicing of international bodies, staff administration, office/staff security, and in resource management (including in large field operations and complex emergency situations), ensuring respect of UN financial regulations and rules as well as UN staff regulations and rules. Trained in project management, project monitoring and reporting with extensive managerial and technical experience; proven knowledge in budget planning, implementing monitoring and reporting results to

stakeholders; versatile skills and experience set as a result of mobility in assignments. Proven experience in maximizing the UN Agency's ability to engage staff and senior management in ethical leadership practices to enhance efficiency in the delivery of operations. Trained, namely in UN Senior Leadership Skills, People Oriented Skills, UN Ethical Leadership.

Discharged statutory functions in international advocacy and international protection of individuals or groups victims of Human Rights violations, including supervision of field complaints mechanisms for protection from sexual exploitation and abuse. Proven skills in organizing and conducting training workshops and research in Ethics and Compliance, in managing conflict and mediation, in international human rights law and humanitarian law. Extensive experience in fact finding missions, in managing and recording country of origin information or individual claims, in inter-departmental collaboration to maximize results and in briefing the media, the academia, advocacy groups and representatives of Member States on operational results and challenges. Trained in dealing with the media, in negotiation skills, conflict solving and mediation. Fluent in English and French. Notions of Arabic and Spanish.

### **Personal information**

Nationality: Chadian

Marital status: Married

### **Education**

1979-1985: University of Geneva/ Switzerland, the Graduate Institute of International Studies. Docteur es Sciences Politiques, Ph.D. (June 1985).

1977-1979: University of Cameroon, Yaoundé, the International Relations Institute of Cameroon, Diplôme du 3eme Cycle (June 1979).

1972-1975: Université du Tchad, N'djamena, Licence es Sciences Juridiques (June 1975).

1974-1975: Ecole Nationale d'Administration (ENA), N'djamena, Diplome du 3eme Cycle de l'ENA (June 1975);

1973-1974: ENA, N'djamena, Diplôme du 2eme Cycle de l'ENA (June 1974).

### **Work Experience**

09/2009-01/2012: United Nations High Commissioner for Refugees (UNHCR): Chairperson of the Staff –Management Consultative Council/Director, Ethics Office:

Organized, lead and facilitated Staff-Management dialogue on human resources management, staff and management accountability, and conditions of service in UNHCR, with a view to creating conditions conducive to better delivery of the Agency's international statutory functions, in accordance with the United Nations regulations and rules governing international public funds and human resources. Formulated, developed. Disseminated and promoted ethics policies in accordance with the common standards of conduct of the international civil service, with the objective to nurture a culture of integrity and promote a work environment characterized by the highest ethical standards. Received and examined individual claims for retaliation from whistleblowers and submitted prima facie cases of retaliation for investigation by the inspector general's office and possible disciplinary follow-up measures by the Division of Human Resources, the Legal Advice Service and the Executive Office. Implemented the United Nations Financial Disclosure Programme as a risk management tool to prevent and mitigate conflict of interest in UNHCR. Developed field based complaint mechanisms to enhance UNHCR's work for protection of individuals from sexual exploitation and abuse. As external member of the Food and Agriculture

Organization (FAO) Ethics Committee, participated to the work of the Committee to ensure oversight of the ethics programme in FAO. Collaborated with other UN Ethics Officers to ensure coherence in advice and quality of services to UN staff and management.

12/2006-07/2009: Office of the High Commissioner for Human Rights (OHCHR): Director  
New York Office of the High Commissioner for Human Rights:

Planned, implemented and monitored the New York Office budget, ensuring overall resource management and supervision, providing leadership and strategic direction to the New York based Office of the High Commissioner for Human Rights. Participated to overall decision-making processes as a member of the Senior Management Team. Lead the servicing of Human Rights Treaty Bodies during their sessions in New York. Prepared briefing notes on Human Rights issues to the attention of the High Commissioner or the Secretary General and assisted them in meetings with external parties. Represented the High Commissioner or the Secretary General in international forums and chaired relevant Task Forces and Working Groups meetings. Provided issue specific reports to the High Commissioner or to Member States. Provided monthly briefing on global Human Rights challenges and country specific issues to incoming Presidents of the Security Council. Organized informal Human Rights forums at UN HQs and worked with the Office of the Legal Advice or friendly Member States to promote accession to Human Rights Treaties, through the Secretariat Noon Briefing sessions. Lead fact-finding missions and establish specific contacts on behalf of the High Commissioner for Human Rights.

02/2003-11/2006: UNHCR: Deputy Director/Acting Director, Division of International Protection:

Provided worldwide overall supervision, guidance, strategic direction and programme of work on international protection of refugees and other persons of concern to UNHCR, with specific focus on protection services in field operations administration of protection staff, supporting resettlement claims from victims of human rights abuses as protection tool, recording country of origin information to ensure data base management and enhance efficiency in service delivery. Ensured overall supervision, selection and coaching of international protection staff. Co-chaired UNHCR overall Appointment, Posting and Promotion Board to advise the High Commissioner on human resources management. Reviewed policies and procedures to effect change in merging operational functions and enhance better delivery of services, including namely age, gender and diversity mainstreaming in UNHCR programmes; Participated to the Operations Review Board sessions, an overall budget planning exercise, to provide guidance on international protection services. Lead field missions on international protection. Briefed the media and advocacy groups on results and challenges. Reported on results and challenges to the Executive Committee and the international community of donors, answering their questions.

04/2000-01/2003: UNHCR: Regional Representative for the Central Africa Region:

Based in Kinshasa (DRC), provided supervision, leadership and strategic direction to field offices in the sub-region with a particular focus on staff security challenges in a context of hostile working environment. Reviewed operational budgets to adapt them to changes due to induced large population movements in UNHCR complex emergency operations in the Great Lakes of Africa; Ensured cooperation with the United Nations Mission in the Congo (MONUC) and other country offices in Africa for an efficient delivery of services. Supported national judicial institutions and local administrations to enhance refugee protection. Kept on negotiating with warring parties to improve access to victims of war and human rights violations and discharge statutory duties. Organized country visits of the High Commissioner to renew

relations with the DRC and the Republic of Congo during sensitive periods of international relations in the Great Lakes.

07/1996-03/2000: UNHCR: Deputy Director, Liaison Office New York:

Discharged liaison functions with the main UN bodies, the UN Executive Committees, Permanent Missions of Member States, NGO Representatives, the Media and advocacy groups to inform on UNHCR performance and challenges to international protection. Provided UNHCR contribution to the Secretary General's report on humanitarian issues to the Security Council. Introduced and defended UNHCR's programme budget before the UN Advisory Committee sessions, and maintained structured dialogue with consultative committee sessions on UNHCR field operations.

12/1992-07/1996: UNHCR: Deputy Regional Representative for West Africa/Legal:

Performed legal activities in relation to UNHCR international statutory duties in 16 West African countries. Trained police officers and the judiciary on humanitarian law and refugee law. Designed international protection programme and budgetary requirements for delivery of quality services in the sub-region. Provided supervision to the administrative, finance, community services counsel and legal sections in country offices. Undertook fact finding missions in support of UNHCR statutory functions and reported to the High Commissioner and other stakeholders. Negotiated access to prisons and detention centres to enhance efficient delivery of services to people of concern to UNHCR. Cooperated with other stakeholders such as the ICRC and international NGOs to improve information on international protection challenges and take stock of situations of victims of human rights violations.

11/1988-12/1992: UNHCR: Representative, Burundi:

Represented the High Commissioner and discharged managerial responsibilities of the country office. Developed and maintained budget planning, implementation and monitoring in complex refugee operations. Engaged national authorities in supporting international protection operations. Implemented multi-faceted programme of work in support of returnees. Engaged immigration authorities to ease asylum procedures and ensuring efficient discharge of UNHCR's statutory functions. Negotiated access to victims of war in remote areas and to individual cases mainly refugee women and children, and asylum seekers in detention centres. Compiled data in support of refugee asylum claims and maintained strong partnership with other stakeholders for an efficient delivery of services. Engaged with local media to disseminate information on international protection and combat xenophobia.

01/1987-10/1988: UNHCR: Senior Protection Officer/Legal:

Conducted refugee eligibility procedures on behalf of the Federal Government of Nigeria and in line with the statutory duties of UNHCR. Advocated refugee and asylum claims with the competent authorities, undertook visits in detention centres to follow-up on individual cases. Conducted field missions to register new arrivals in border areas. Supervised delivery of assistance to victims of human rights violations, ensuring that UN financial regulations and rules are respected. Drafted national refugee law and refugee eligibility procedures. Organized workshops on humanitarian law involving the judiciary, the federal police, the academia and national NGOs.

07/1984-12/1986: UNHCR: Associate Protection Officer/Legal:

Provided support to field operations ensuring provision of legal information on eligibility procedures. Analyzed refugee situations and country of origin information to identify challenges to be addressed and enhance quality and efficiency in international protection services. Undertook field mission to support emergency operations. Drafted reports and briefing materials on refugee situations.



09/1975-09/1977: Government of Chad/Ministry of Foreign Affairs and Cooperation:  
Counselor, Chad Embassy in Cairo/Egypt/ Desk Officer International  
Cooperation:

Supported the Ambassador in his overall diplomatic functions in Egypt. Worked to develop economic, cultural and social relations between Chad and Egypt. Supervised the Admin/Finance section of the mission. Negotiated enrollment slots and special grants for Chadian students. Provided legal support to the Chadian community members. Participated to Chadian inter-ministerial meetings in preparation for bilateral or multi-lateral talks on economic, social and cultural cooperation. Drafted cooperation projects for review by the director, international cooperation.

## 7. Parker, Lyn (United Kingdom)

(Original: English)

### Executive summary of relevant experience

My previous diplomatic career includes over 20 years' experience as an effective public service manager in the United Kingdom and overseas, ranging from middle management roles in UK central government and two of the UK's largest overseas missions to 8 years as a Head of Mission in Cyprus and the Netherlands.

In these roles I had responsibility not just for policy delivery but for the efficient management of public funds and human resources within budget constraints, ensuring high standards of team performance and the delivery of concrete outcomes across a wide range of subject areas, as well as the delivery of efficient and cost-effective public services.

As a Head of Mission strong leadership ability, clear strategic vision, sound decision-making and excellent communication skills were all essential requirements. As Ambassador in The Hague, I also gained valuable first-hand experience of the working relationships between the ICC and its States Parties, not least from my role as Chair of the Oversight Committee on the Permanent Premises.

As Chef de Cabinet to the President of the ICC since March 2011 I have been actively involved in inter-organ work on a wide range of strategic management issues including the development and implementation of the ICC budget, strategic planning and the new risk management framework, as well as having responsibility for the Judiciary budget and for advising the President and Presidency on a wide range of internal and external issues.

My professional background also includes experience in the practicalities of managing missions in the field, security management and the modernisation of IT systems. I can bring extensive experience of bilateral and multilateral negotiation to the vital area of securing the practical cooperation of States Parties and others. On a more personal level, I enjoy working in a multi-cultural environment, and am comfortable in both working languages of the Court.

Finally, I have a legal background, including a law degree and experience teaching international law among other subjects as a University Lecturer, as well as subsequent practical experience of the negotiation of international agreements, EU legislation and implementation in national law.

### Statement of qualifications

#### Educational Background

BA in Jurisprudence, Oxford University 1974 (MacKinnon Law Scholar, Magdalen College).

MA in European Community Studies (with Distinction), Manchester University 1975.

#### Employment History

1975-1978: Lecturer in Law, Manchester University

Teaching a range of legal subjects including international law, legal philosophy, contract law and criminal law.

1978-2010: UK Diplomatic Service

1978-1979: Arms Control and Disarmament Dept, Foreign and Commonwealth Office (FCO).

Largely spent in Geneva as a member of the UK team negotiating a draft Comprehensive Nuclear Test Ban Treaty with the US and USSR.

- 1979-1984: Greek language training, then Second/First Secretary, British Embassy, Athens.  
Responsible for analysis of Greek domestic and foreign policy, including Greek accession to the European Communities (EC).
- 1984-1986: European Community Department, FCO.  
Responsible for policy on the EC Single Market, negotiation of the 1986 EC reform treaty (Single European Act) and parliamentary passage of the subsequent UK implementing legislation.
- 1986-1988: Assistant Private Secretary to the Foreign & Commonwealth Secretary, Sir Geoffrey Howe.  
Responsible for policy on Europe, Northern Ireland, Defence, East/West relations and Africa.
- 1989-1991: Counsellor, European Secretariat, Cabinet Office.  
Responsible for managing Whitehall's central coordination team for government policy on European Union issues, providing secretariat functions for relevant Ministerial and senior official committees and support services for Parliamentary scrutiny of EU legislation. Responsible for European Secretariat budget and staffing.
- 1991-1995: Head of Chancery, British High Commission, New Delhi.  
Responsible for leading the High Commission team covering Indian domestic and foreign policy; supervision of a large consular and visa operation, setting and monitoring of post objectives, as well as a substantial managerial "chief of staff" role in one of the UK's largest overseas posts
- 1995-1999: Head of Chancery/Political Counsellor, UK Permanent Representation to the EU, Brussels.  
A wide range of policy responsibilities in one of the UK's largest and busiest posts, including EU institutional and staffing issues, UK Presidency strategy and EU future financing negotiations. Also responsible for the Permanent Representation's resource, financial and staff management.
- 1999-2001: Head, Whitehall Liaison Department, FCO.  
Responsible for the FCO's working relationships with other Government departments.
- 2001-2005: British High Commissioner, Republic of Cyprus.  
Responsible for leading teams managing the UK's complex interests in Cyprus during a period of intense UN-led settlement negotiations and Cypriot preparations for accession to the EU. Also responsible for supervising substantial consular services given the large number of British tourists visiting Cyprus each year, as well as a significant expatriate British community. Accountable for post resources and annual budget management.
- 2005-2009: British Ambassador, Kingdom of the Netherlands
- Leading an Embassy managing the UK's bilateral relationship with a close neighbour, NATO ally and EU partner. Accountable for post resources and annual budget management.
  - Concurrently UK Permanent Representative to the Organisation for the Prohibition of Chemical Weapons (OPCW), including chairmanship of the multilateral preparations for the 2008 Chemical Weapons Convention Review Conference.
  - Responsible for the UK's working relationships with the international judicial and legal institutions in the Hague, in particular the ICC and ICTY.

- Vice-chairman, later Chairman of the States Parties' Oversight Committee responsible for strategic decisions on the ICC's Permanent Premises project (2008-9).
- Membership of the Foreign and Commonwealth Office's Finance Committee (see below).

2009-2010: Various corporate strategy roles at the Foreign and Commonwealth Office (FCO) including:

- Continuing (until end 2009) Chairmanship of the ICC Oversight Committee responsible for the final selection and award of the design contract for the ICC's Permanent Premises.
- Membership of the FCO's Finance Committee, responsible for advising the FCO Board on effective in-year management of the FCO's operating budget.
- Membership of the Programme Board responsible for overseeing replacement of FCO's global IT system.
- Review of the FCO's research and analytical capability.
- Reading work to improve search and disclosure procedures in certain judicial review cases.

December 2010: Left the FCO to pursue a further career outside Government service.

March 2011 onwards: Chef de Cabinet to the President of the International Criminal Court

- Advising and supporting the President and Presidency in their responsibilities for the Court's judicial management, proper administration of the Court as a whole, and external relations.
- Accountable for the €10 million Judiciary budget; shared responsibility with senior officials in the Registry and Prosecutor's Office for inter-organ work on a wide range of strategic management issues.

### **Languages**

English

French

Dutch

Greek

## 8. Pierre, Jocelyn (France)

(Original: French)

### Letter to the President of the Court

I have the honour to submit my candidacy for the post of Registrar.

I am a law graduate, with a higher degree [*agrégation*] from the *école normale supérieure* (ENS) in economics, sociology and public administration. Since 1996 I have occupied a range of posts in the French civil service, both in France and abroad, at progressive levels of responsibility, qualifying as a Senior Civil Servant [*administratrice civile*] in 2009.

The various supervisors under whom I have worked will be able to confirm that I possess the majority of the professional skills that you seek: ability to generate consensus-based organizational and strategic direction and to identify problems and propose solutions; proven capacity for hard work; excellent oral and written communication skills; highly developed sense of public service; strong conceptual and analytical skills, allied to a constant concern for practical issues; ability to work without supervision, while remaining aware of the need for regular updates on progress; conscientious efficiency in honouring commitments; a sense of initiative and well-developed capacity for conceiving, formulating and proposing solutions and working as part of a team, as well as the ability to maintain interpersonal relationships in a multi-cultural, multi-ethnic environment;.

Since 2009, I have been responsible, on behalf of the French tax authorities, for leadership of a project for the establishment of a database of all relevant administrative documentation. I also have experience of working as departmental head, which would be readily applicable to my administrative duties at the Court. This experience has in the main been acquired in the context of oversight of taxation litigation. Here, I have been able to appreciate the key importance of sound administration in the conduct of judicial proceedings (respect for procedural rules and deadlines, issuance of summonses to appear, applications for freezing of assets), in a service where particular vigilance is observed as regards confidentiality and respect for privacy. I consider that my response to the successive challenges and possibilities involved in formulating a sound strategy for information management, utilizing the most up-to-date technology, represents a major asset in my candidacy.

At the age of 44, I have proven administrative experience, both in France and abroad, in a range of fields (education, research, cooperation, taxation) and types of employment (teaching, academic, administrative, operational), based on a solid educational background (law, economics, management, sociology), designed to foster the ability to grasp and absorb highly technical and complex matters. I am ready to commit myself for a period of five years to carrying out the duties of Registrar of the International Criminal Court, and would be honoured to serve the Court and help to end impunity for the perpetrators of the most serious crimes of concern to the international community.

### Statement of qualifications

#### Personal information

French nationality

Civil servant / *Administratrice civile*

Date of birth : 24 September 1968

Married, three children

#### Education

2009 French Senior Civil Servant Course (MBA) / *École Nationale D'administration* (ENA)

European Senior Civil Servant Course (in Italy) / Scuola Superiore Della Publica Amministrazione (SSPA)

Internship at the French Court of audit / Cour Des Comptes

1993 Post-graduate degree in Sociology of organisations / Institut D'études Politiques De Paris (Sciences-Po)

1992 Agrégation d'économie, gestion, option droit (High-school teaching certificate in economics, law and management) / École Normale Supérieure

1991 Certificate of Proficiency in English (including Translation) / Cambridge University Esol Examinations

1990 Master's degree in commercial and labour law / University Paris XI

### **Skills**

Functional competences:

- Leading project from inception to completion
- Public Strategy planning
- Consulting and evaluation

Technical skills:

- Management of IT projects
- Publications of complex documents
- Lecturing, management of teams and networks
- Survey and data processing

Expertise fields:

- Publishing and re-use of public sector information
- E-government
- Culture,
- Research,
- International aid and
- Taxation

Theoretical knowledge:

- Law
- Economics
- Sociology and
- Statistics

### **Work experience**

2009 –present, Paris, France

Direction générale des finances publiques / Service juridique de la fiscalité (Tax Department) – Project Manager / Departmental deputy manager

- Major project management to create and implement an on-line legal database (50 000 pages of content completely re-written by 200 internal contributors, 50 project officers, €2 million for 2 service providers)
- In addition, supervising a legal team of 35 staff

2007 – 2008, Paris, France

Ministère de la culture et de la communication (Ministry of culture and communication)

Senior consultant

- Creating the strategy for the re-use of the public sector information in the cultural field / “Partager son patrimoine culturel”

- Coordinating the network of the Ministry branches and 78 agencies to implement this global strategy
- Census, management and enhancement of the portfolio of trademarks and domain names

2006 – 2007, Paris, France

Délégation générale à la langue française et aux langues de France (Delegation for the French language and regional languages) - Consultant

- Consulting on global strategy on the Human Language Technologies (HLT) / “La langue au coeur du numérique”

2003-2006, Dakar, Senegal

State of Senegal (French Cooperation) / agence de l'informatique de l'état (Computing and e-government agency) – Adviser to the Director, Project Manager

- Steering and management of two E-gov projects :
  - 33 web sites (one for each Ministry, 10 suppliers)
  - “Vos Démarches” Legal information web site with 3 providers (United Nations TIGA Prize in 2007)
- Managing relationships with stakeholders and consulting to the Prime minister, the Senegalese Presidency and the French Embassy on information technologies (WSIS, NEPAD, Digital Solidarity Fund) and on cultural and media issues

1996 – 2003, Paris, France

Ministère de la culture et de la communication / Statistics and studies department

Researcher, Consultant

- Conceiving and steering the overall research program on information technologies (terms of references, contractors, budgets and schedules, editing)
- Research (methodology protocol, quantitative and qualitative inquiries, statistical analysis, publication)
- In charge of the ICT Governmental Plan for the Ministry

Author, Editor of many publications (scientific studies, briefing notes, general audience articles)

1991 - 2008

Universities or further education institutes – Lecturer in social sciences, law and French as a foreign language, vocational training in cultural and e-administration issues ; member of Selection Boards

### **Languages**

French: mother tongue

English: C2 CECR level (spoken : excellent ; written : good)

Spanish: B2 Instituto Cervantes level (spoken : good ; written : fair)

### **Software**

Proficient in Microsoft and Open Office suites;

Data analysis (Kynos Modalisa);

MS Project;

Web site editing (CMS)

## 9. **Preira, Daniel Didier (Senegal/France)**

(Original: English)

### **Executive summary of relevant experience**

For the past 27 years, I have served – with utmost dedication – national and international courts and tribunals in various capacities (as a private lawyer and Registry senior manager at the UN International Criminal Tribunal for Rwanda [ICTR] and the International Criminal Court [ICC]). As a consequence of these hands-on experiences, in addition to increased levels of responsibility, I have acquired an intimate familiarity with court and registry management, in particular as it concerns the inner workings of the ICC Registry.

I currently serve the ICC in the capacity of Deputy Registrar – a position, I have held since October 2008, when I had the privilege to be elected by the Honourable Judges of the ICC. My main function is to support and assist the Registrar in the execution of her mandate, and in anticipating, planning, guiding and evaluating the work of the Registry and in the service delivery of the organ. I am also in charge of the Registry's Legal Advisory Services Section. In this latter capacity, I act as the chief legal advisor to the Registrar.

Previously, I held the position of Head of the ICC's Division of Victims and Counsel, where I directed and supervised sub-divisional units, consisting together of a large team, and assisted the respective Registrars of the Court to carry out their mandate of servicing and administering the non-judicial aspects of the Court under challenging circumstances, which were punctuated by high expectations and resource constraints. For five years, I served as Deputy Chief and latterly, Officer-in-Charge of the Defence Counsel and Detention Management Section of the ICTR.

These functions have required that I provide an array of executive policy, legal and strategic advisory services to the respective Registrars and Deputy Registrars in all areas falling within the ambit of their mandates. These areas covered, *inter alia*, strategic management, judicial support services, Registry restructuring and budgeting – *e.g.* legal aid policy; management control system; assistance/protection to victims and witnesses; victims' participation and reparation; human resources, staff satisfaction, -performance and -conduct; detention matters and enforcement of sentences, as well as defence and counsel matters, including the promotion of dialogue and cooperation with members of the legal profession, and national and international bar associations. In addition, I have assisted in evaluating and improving the work of the Registry, and representing different Registrars in judicial proceedings and other official meetings. I carry out these tasks with loyalty, competence, integrity, and professionalism. Before becoming an international civil servant, I practiced as a lawyer in the private sector for over a decade, where I successfully represented –at all levels of court – clients before national and foreign jurisdictions in criminal, civil and commercial matters. For four years, I served as a member of the Executive Board of the Senegalese Bar Association in charge of international relations.

My broad experience and expertise in the field of international court administration, management, and policy advisory services, supplemented by a strong academic background in criminal law, have prepared me to take on a more challenging role in contributing towards the success and progress of the ICC. As the incumbent Deputy Registrar of the ICC, I have identified and closely observed what has been successful, but more importantly, what is in need of enhancement in the policies and *modus operandi* of the Registry so as to enhance the effective and efficient functioning of the organ.

### **Statement of qualifications**

#### **Personal information**

Date of birth: 19 April 1959

Nationality: Senegalese and French



## Education

Dakar University, Senegal

July 1984: Master's Degree in Private Law with Distinction

July 1983: Bachelor Degree in Private Law

Oct 1982: Degree in General Law-2

Oct. 1980: Degree in General Law-1

## Selected training

June 2008: Advanced training in legal and administrative drafting (by Sciences Po, Continuing Education Program).

Jan. 2007: Training in negotiations skills and difficult bargaining tactics (by *Program On Negotiation* of Harvard Law School).

## Member of professional societies

Since 1985: Barrister & Solicitor, member in good standing of the Senegalese Bar Association

## Languages

Fluent in French, English and Wolof;

Basic knowledge of Spanish and Portuguese.

## Career history

October 2008 to the present: International Criminal Court, The Hague

Deputy Registrar

As the first Deputy Registrar of the Court, I assist the Registrar in anticipating, planning, guiding and evaluating the work of the Registry in all its facets, in its service delivery and in the preparation of the annual budget of the Court. Provide policy advice to the Registrar on request, on all aspects of the Registry's mandate. Provide advice on management and organization of the Registry organ. In this regard, I have led a project to institute a robust management control system in the Registry; the project is currently in the early phases of implementation. As the Chief Legal Advisor to the Registrar, direct, supervise and review the work of the Legal Advisory Section of the Legal Advisory Services Section of the Registry to provide unified legal advisory service to the Registry and to other organs of the Court; to ensure legal consistency in the application and interpretation of all constitutive instruments of the Court and of international law in general, to protect the legal interests of the Court and its staff and to minimise legal exposure of the Court and for the Registry. Represent the Registrar internally and externally in all areas falling within the ambit of her mandate; direct, chair and/or participate in numerous intra-Registry and inter-organ working groups and special sessions on various topics ranging from organ restructuring and efficiency to Court's strategies such as Victims Strategy including the role of intermediaries; review of the relevant legal texts of the Court or *ad hoc* crisis management.

On behalf of the Registrar, lead initiatives to strengthen cooperation and enhance knowledge and support for the ICC through regional and country specific summits organized in, *inter alia*, Tunis, Tunisia; Dakar, Senegal and Yaoundé, Cameroon.

August 2004 - September 2008: International Criminal Court, The Hague

Head, Division of Victims and Counsel (DVC)

Directed, supervised and reviewed the work of the Victims Participation and Reparations Section and the formerly entitled, Defence Support Section (now the Counsel Support Section) in the fulfillment of the Division's duties in accordance with the Court's legal texts and relevant internal policies. During my tenure as the Head of the DVC, I oversaw and ensured the evolution and successful growth and functioning of these two offices. Designed and managed policies, systems and procedures for efficiently handling victims' applications for participation in judicial proceedings and reparations in accordance with the applicable legal provisions. Equally designed and managed policies, systems and procedures for the implementation of the Court's legal aid system in a manner that is both economically conscious of the need to judiciously manage public funds, while being in tune with the objective needs of the system's beneficiaries. Provided legal, procedural and other advice to the Registrar to resolve procedural and substantive legal questions in relation to the defence and victims issues; represented the Registrar before the Chambers on related issues as and when required.

Communicated and interacted with various partners and stakeholders to promote and facilitate cooperation; liaised with the Office of Public Counsel for Defence and the Office of Public Counsel for Victims in order to ensure quality legal services to indigent suspects and accused persons, as well as victims; oversaw the management and organisation of the ICC's annual seminar and training program for counsel, admitted to the Court's List of Counsel, with an attendance of approx. 200, representing the legal profession, national and international legal associations and experts from the *ad hoc* tribunals and Special Courts.

Oversaw all assistance provided by the Division to legal representative of victims and defense teams engaged in proceedings before the Court, and promoted dialogue and cooperation with members of the legal profession, national and international bar associations. Have led and participated in the formulation and implementation of policies aimed at enhancing staff satisfaction and performance and regulating staff conduct; have served as Chairperson of the Court's Disciplinary Advisory Board; oversaw the establishment of the Court's disciplinary organs for external counsel.

December 2003 - August 2004: UN International Criminal Tribunal of Rwanda, Tanzania

Officer-in-Charge, Defence Counsel and Detention Management Section

As Officer-in-charge of the Defence Counsel and Detention Management Section, I was responsible for the overall legal supervision of the United Nations Detention Facilities (UNDF), as well as the Defence Counsel Unit. Duties included, *inter alia*, conducting the day-to-day management of the section; identifying priorities to be implemented in line with the overall strategy set by the Registrar and Deputy Registrar; advising and providing guidance to the Deputy Registrar and/or Registrar on complex legal issues related to defence counsel and detention matters; drafted legal submissions for the Registrar and/or Deputy Registrar; represented the Registrar before the Chambers/Presidency as and when required; developed and maintained liaison with representative bodies of counsel or legal association: the sister section of ICTY and member states' representatives on the legal aid programme; defence counsel and detention-related issues. Managed the development and implementation of the work plan of the section; consulted and supervised the Deputy Chief of the Section and the Commanding Officer of the UNDF, who were responsible for the day-to-day management of the two units of the section; ensured that reporting lines were clearly identified and respected; provided effective and policy advice; result based budgetary and judicial support services to the Registrar.

April 1999 – November 2003: UN International Criminal Tribunal of Rwanda, Tanzania  
Legal Officer & Deputy Chief

Defence Counsel Management Section

Assisted the Chief of the Section in the day-to-day operational management of the section; prepared and finalized legal memoranda for submission by the Section to the Deputy Registrar and/or the Registrar. Ensured compliance of UNDF with the legal requirements of the Statute, the Rules of Detention, and international minimum standards; represented the section before the Chambers/President as and when required; supervised the assessment, certification, and approval of work schedules and claims for payment from defence teams; prepared the budget of the section; liaised with the Chief of Section and, as required, with the Deputy Registrar on all aspects of the section's work; supervised the work of subordinates.

April 1988 - April 1999: Konate & Preira, Senegal

Senior Partner

Seasoned barrister & solicitor with over a decade of experience in practice; successfully represented national and foreign clients before national – at all levels of court – and foreign jurisdictions in criminal, civil, and commercial matters; represented accused persons prosecuted before criminal courts in Burundi for charges similar to those falling within the subject matter jurisdiction of the ICC; successfully litigated and negotiated secured favorable outcomes and large-sum settlements for clients.

January 1985 - April 1988: Cabinet Clément Paul Bruce Benoist, Senegal

Junior Associate Lawyer

Under the direction of the senior partner of the law firm, conducted legal research and drafted legal submissions in civil, criminal and commercial matters. On behalf and under the responsibility of the senior partner of the law firm, successfully represented clients before national and foreign jurisdictions in criminal, civil, and commercial matters; obtained comprehensive experience and exposure to all aspects and management of the practice of a barrister and solicitor; gained hands-on experience in litigation; participated in proceedings from motions, settlement negotiations, pre-trials and trials.

### **Awards**

Nov. 1992 : 3<sup>rd</sup> Prize: "Prix du Jeune Barreau Belge," Concours d'Eloquence.

Sept. 1991 : 1<sup>st</sup> Prize: "Grand Prix des Secrétaires de la Conférence du Stage du Barreau de Paris," Concours d'Eloquence.

Sept. 1990 : 6<sup>th</sup> Prize: "Grand prix de la Francophonie," Concours d'Eloquence.

Sept. 1990: 2<sup>nd</sup> Prize: International Pleadings Competition in Human Rights, organized by the Caen Bar Association.

### **Selected publications**

December 2012: *Statut de Rome de la Cour pénale internationale: Commentaire article par article*. Expected. Commented on several articles of the Rome Statute, including Articles 55, 63 and 67.1(d) of the Rome Statute. This book of reference – the first of its kind in the French speaking world – is Piloted by the Center Thucydide and the Center de Recherche sur les Droits de l'Homme et le Droit Humanitaire, University of Paris II Panthéon-Assas | Published by Editions A. Pedone.

November 2009: *Chapter 20, Archbold: International Criminal Courts, Practice, Procedure & Evidence, 3<sup>rd</sup> ed.*, (SWEET & MAXWELL, 2008) edited by R. Dixon, Judge Adrian Fulford, & K. Khan.

August 2008: *A Call to the Legal Profession: a Partnership with the International Criminal Court in the Quest of Justice, Peace and Security in the African Continent*, South African Bar Journal.

### **Selected lectures**

Have participated in countless seminars and conferences as a speaker during the course of my career on topics, ranging from criminal law and commercial litigation to international criminal law, the practice of the *ad hoc* tribunals and the ICC, with a particular focus on the Registry and its varied functions.

- On invitation, served as an instructor for the Senegalese Bar in Dakar, Senegal on professional responsibility and ethics as well as oral advocacy and oratory skills.
- On invitation, delivered a lecture on national legal capacity building in Rwanda at the annual meeting of the Rwanda Bar Association | Dec. 2009.

### **Computer skills**

- MS Word;
- MS Publisher;
- WP;
- Access;
- Excel;
- PowerPoint;
- Internet;
- TRIM;
- LiveNote;
- Casemap;
- Case-Matrix; and
- Ringtail Legal.

### **Legal databases**

- Lexis-Nexis and Quicklaw;
- Westlaw/eCarswell;
- Jurisprudence Express,
- ICTY-JDB; and
- Legal Tools of the ICC.

## 10. Santorum, Claudio (Argentina/Spain)

(Original: English)

### Executive summary of relevant experience

Lawyer with over 20 years of experience in managing legal reform and providing technical expertise to rule of law and criminal justice improvement projects, and currently serving as Regional Coordinator for the United Nations Office on Drugs and Crime (UNODC) in Central America and Caribbean region enhancing security strategy on counter drug trafficking and transnational organized crime.

I have been working for UN/DPKO in multiple peacekeeping missions in the field, as well as leading a UNDP justice project operation in East Timor and working with the same organization as a consultant for the support of the legislature in Afghanistan. I have served as Chief of Party during project start-up on USAID/DPK Consulting Improving Justice Service Delivery and Sector Reform in Haiti. Former Chief of Party of the USAID Democracy Enhancement Project in Haiti where worked directly with members of the Haitian Parliament on improving the capacity of the legislature and working on law reform legislative issues.

Have extensive experience working on justice sector reform issues and served as Regional Director of the Criminal Law Reform Program with ABA-CEELI in Bulgaria, Bosnia, Moldova, Romania, and Ukraine. In that role worked on programs to improve performance of the justice system, improve inter-institutional cooperation, draft legislation to improve the legal framework of the justice sector, and train police, investigators, prosecutors, and judges. In Bosnia and Herzegovina focused specifically on strengthening and improving cooperation among law enforcement agencies, prosecutors, and investigative judges, a key element of the USAID Haiti project. I have headed projects for UN missions in multiple countries in Africa, Asia, and Eastern Europe, including heading the Conduct and Discipline office on the UN Mission in Western Sahara. Fluent in English, Spanish (mother tongue) Portuguese and French; have worked professionally in French-speaking countries, including Haiti and Morocco as well as Portuguese Timor Leste.

### Statement of qualifications

#### Education

LLM, International Legal Studies, American University Washington College of Law, Washington, D.C., United States

JD, Universidad Católica, La Plata, Argentina

#### Professional Experience

2010-Present: United Nations Office For Drugs And Crime (UNODC) implementation of Santo Domingo Pact and Managua Mechanism

Regional Coordinator: Based at the Regional Office in Panama (ROPAN) will coordinate with the respective UNODC field offices in Centro America and the Caribbean and the involved government authorities, the implementation of the program, prepare costed work plans, coordinate centers of excellence, prepare TOR for recruitment of staff, consultants and subcontractors, meetings, seminars and workshops. Oversight the provision of equipment, monitor the program budget and prepare budget revisions, draft reports, working papers and all correspondence related to the project, supervise administrative aspects, liaise with local authorities, donors and international organizations, supervise a technical coordinator based on Trinidad and Tobago, as well as 11 country analysts based in the AOR and responsible for addressing the analytical capacities related to drug trafficking, transnational organized crime, traffic of weapons and human beings, money laundry, terrorism and corruption.

2009 to 2010: Chief of Party, USAID/DPK Consulting Improving Justice Service Delivery and Sector Reform in Haiti, Port-au-Prince, Haiti

Serves as Chief of Party from start-up of project. Manages and oversees operational details, personnel, financial and administrative issues. Manages the technical oversight of project and serve as point of contact with the Haitian government, justice system and civil society. Areas of the project include improved citizen security in high crime areas through more effective criminal justice service delivery, improved non-criminal justice mechanisms such as diversion programs, improved access to alternative dispute resolution mechanisms, increased oversight of justice sector operations, and support to a Haitian led development of a justice reform strategy. Supervises any required needs assessments or training of police, prosecutors, judges or related legal professionals. Establishes working relationships with participants and relevant civil society organizations in Haiti's criminal justice system and develops a thorough understanding of and remains updated throughout the contract period on developments in these sectors in Haiti. Works to improve police-prosecutorial cooperation, reducing the number of steps and time for completion of criminal investigations, and improving procedures in the pre-detention process. Helps to strengthen the MOJ inspection office, establishes standards for judicial appointment, evaluation and discipline, and develops and implement performance standards for judges and prosecutors. Helps to increase awareness by justice sector system users on how to file a complaint, and strengthen the civil society organization's capacities to perform effective control and oversight of sector operations. Oversees development and implementation of procurement plan, including facilities upgrades, purchase of commodities, or upgrades to communications. Provides input regarding the need for, qualification, timing, duration, retention and selection of consultants and oversee their work. Manages the project operating budget of USD 20 Millions, ensuring that updates are submitted to the home office on a monthly basis and that monthly, quarterly, and annual spending targets are met. Complete reporting requirements for bi-weekly, quarterly, work plans and other reports, as required by USAID.

2008 – 2009: Head of Conduct and Discipline Office, UN Mission in Western Sahara, Laayoune, Morocco

Developed measures to raise awareness about standards of conduct and to improve the professionalism of UN civilian, police and military staff and experts in mission. Developed and oversaw data management systems to monitor the implementation and effectiveness of mission efforts to address misconduct of UN peacekeeper personnel. Reviewed and investigated misconduct and corruption complaints. Liaised with various partners and government on policy guidance and follow-up to cases investigated.

2007: Chief Technical Advisor/Project Manager - UNDP-Timor Leste Justice Programme, East Timor

Managed and served as the primary technical resource for a program to build the national capacity and inter-institutional cooperation of the Ministry of Justice (public defenders, judicial training center, and prisons), judiciary, and the Office of the General Prosecutor. Designed curricula for training of judges, prosecutors and other justice sector officials, and organized study tours, conferences, and workshops. Recruited, supervised, coordinated, and evaluated the work of international and local staff and advisors. Prepared work plans and monitored their implementation and managed a budget of USD 12 million. Provided guidance to the Council of Coordination.

2006: Senior Political Consultant, UNDP-Afghanistan Support to the Establishment of the Afghan Legislature Project

Supplied technical advice to strengthen the Parliament. Worked closely with the leadership of both houses to identify evolving needs and priorities for

strengthening the National Assembly. Conducted trainings for National Assembly Committee members.

2005 – 2006: Regional Director, ABA-CEELI, Sofia, Bulgaria

Directed criminal law reform programs in Bulgaria, Bosnia, Moldova, Romania and Ukraine to upgrade the law enforcement sector through structural and legislative changes. Drafted legislation and developed and delivered training programs for police, investigators, prosecutors, and judges. Identified country programs and implementation strategies, hired and supervised large team of international and local legal experts. Managed program compliance, administrative, budget, and human resource issues. Liaised with donors and interacted with local government authorities.

2003 – 2004: Municipal Legal Adviser, UNMIK, Pristina, Kosovo

Coordinated and provided counsel on different legal subject matter areas including municipal legislation, taxation and contractual law as well as on UNMIK Regulations and Administrative Directives. Provided support for drafting Rules of Procedure for the Assembly. Facilitated publication of information on property rights, employment, and services.

2002 – 2003: Regional Coordinator, Criminal Justice Advisory Unit, UN Mission in Bosnia and Herzegovina, Sarajevo, Bosnia and Herzegovina

Led regional program to strengthen reporting mechanisms and internal procedures of national justice sector institutions, including law enforcement agencies, prosecutors and investigative judges. Promoted increased and more effective cooperation between justice sector institutions. Supervised a team of international and local staff.

2000 – 2001: Legal Officer, Office of the Principal Legal Adviser for the Special Representative of the Secretary General, UN Transitional Administration Dili, East Timor

Conducted the drafting of legal texts and regulations and provided general advice to the SRSG in administrative and legal issues related to the transitional administration.

1999 – 2000: Regional Coordinator, Judicial System Assessment Program, UN Mission in Bosnia and Herzegovina, Sarajevo, Bosnia and Herzegovina

Organized the monitoring and assessment of the court system in Bosnia and Herzegovina. Conducted training seminars and workshops for the judiciary in various aspects of legal proceedings.

1996 – 1998: Regional Legal Adviser, Advisory Services, Legal Division, International Committee of the Red Cross (ICRC) Bogota, Columbia and New Delhi, India

Introduced the implementation of International Humanitarian Law in responsible countries in Latin America, as well as Asia and Pacific regions, focusing on ratification of treaties, and trained civil servants, members of governments, and armed forces on these issues.

1995 – 1996: Chief of Party, Democracy Enhancement Project, USAID/PHRF, Port-au-Prince, Haiti

Chief of Party of project to improve the operation of the Haitian Parliament with functional structure, competent staff and research facilities, bill drafting capability, and workable rules of procedure. Directed training and information dissemination for senators and deputies. Supervised a team of administrative and professional staff and coordinated the implementation of technical (parliamentary) components of the project.

1993: OAS/UN International Civil Mission, Port-au-Prince, Haiti  
As observer, monitored human rights throughout the country and prepared reports on human rights violations. Led the liaison between the Observer Mission and the Haitian Judicial branch.

**Languages**

French, Haitian Creole, English, Serb-Croat, Spanish, Italian and Portuguese



## 11. Von Hebel, Herman (Netherlands)

(Original: English)

### Executive summary of relevant experience

LL.M. University of Groningen, the Netherlands, 1987

Dutch (mother tongue), English (fluent), French (fair), German (fair)

More than 20 years of experience in functioning in a multilateral environment, mostly the United Nations, either as a representative of the Government of the Netherlands, or as a staff member of the UN or a UN related organization.

In particular: participation in the Ad Hoc Committee (1995), Preparatory Committee (1996-1998), Rome Conference (1998) and Preparatory Commission (1999-2000) on the Establishment of a Permanent International Criminal Court; member of the Extended Bureau and Chair of the working group on the definition of war crimes at the Rome Conference, 1998; and Chair of the Working Group on the Elements of Crimes at the Preparatory Commission, 1999-2000.

Over 11 years of experience in three different international or hybrid tribunals and courts: ICTY (2001-2006), SCSL (2006-2009) and STL (2009-present):

Over five years of experience as Senior Legal Officer in Trial Chamber II of the ICTY. Focus, among other things, on: legal advice, supervision of staff, coordination of (pre)trial activities and development of a completion strategy. As a result: thorough understanding of the functioning of Chambers and of the preconditions required to ensure the optimal functioning of Chambers.

Over six years of experience as a Deputy Registrar, Acting Registrar or Registrar at the Special Court for Sierra Leone and the Special Tribunal for Lebanon. Major achievements include:

- Elaboration and update of a completion strategy (SCSL);
- Elaboration of a number of (biannual) budgets, taking into consideration the need for downsizing (SCSL) or growth (STL);
- Elaboration and implementation of fundraising strategies, including fundraising for outreach and legacy projects;
- Setting up of separate offices away from Headquarters (SCSL: office in The Hague for Taylor trial; STL: office in Beirut) and implementation of effective coordination mechanisms;
- Establishment and maintenance of constructive relations with host states Sierra Leone, the Netherlands and Lebanon;
- Development and implementation of strong press and outreach policies, including elaboration of two websites;
- Development of legacy policies and projects (SCSL);
- Conclusion of a number of enforcement of sentences agreements with European countries and Rwanda (SCSL);
- Conclusion of a number of arrangements and agreements relating to the protection of witnesses;
- Construction of a courtroom (STL); and
- Development of a tribunal wide “paperless trial” system (STL).

Publication of various articles in the field of human rights, international criminal law, the functioning of international criminal courts and tribunals and the establishment of the ICC.

## Statement of qualifications

### Personal information

Family name: von Hebel

First name: Herman

Date of birth: 22 November 1961

Place of birth: Coevorden, the Netherlands

Nationality: Dutch

Sex: Male

Marital status: Married, 2 children

### Education and training

University of Groningen, the Netherlands, 1981-1987 (LL.M.): Faculty of Law: constitutional law, public international law, human rights law, criminal law

Various short training courses via different employers for personal development and development of management skills, such as:

- Language courses
- Performance appraisal discussions with staff for supervisors, and
- Management training for mid- to high level UN staff (P4-P5)

### Languages

English: oral: fluent written: fluent

French: oral: good written: fair

German: oral: fair written: fair

Dutch: oral: mother tongue written: mother tongue

### Work experience

June 2009 to present: Special Tribunal for Lebanon (STL)

Deputy Registrar, Acting Registrar, Registrar (D2/ASG level)

In this capacity, responsible for all aspects of the functioning of the Registry, including (i) contacts with the Management Committee (major donors of the STL that provide managerial supervision), (ii) contacts with the diplomatic community, in particular for the purpose of fundraising, and with United Nations Headquarters, (iii) contacts with the Host State, (iv) administration and budget, (v) coordination with other principals of the STL (President, Prosecutor and Head of Defence Office), (vi) press and outreach, (vii) organisation of all Registry sections involved in the support of judicial activities, such as detention, language services, court management and records, victims and witnesses unit and victim participation unit, (viii) information management and technology and (ix) security.

Since 2009, the focus for Registry was in particular on the development and implementation of new Tribunal/Registry structures and procedures. During this period, the organisation grew from under 100 staff members to over 350 staff members. Focus was, among other things, on:

- elaboration of yearly budgets for approval by the STL Management Committee;

- elaboration and implementation of an effective fundraising strategy to ensure the continued operations of the STL;
- construction of a courtroom within the premises of the STL;
- development of effective working relations with the Host State;
- development and implementation of a robust press and outreach policy, tailored to the political and press culture in Lebanon and development of the STL website;
- development of an electronic legal workflow program for all judicial activities (“paperless trial”);
- implementation of effective security systems for both Headquarters in The Hague as well as the STL Office in Beirut.

July 2006 - June 2009: Special Court for Sierra Leone (SCSL)

Deputy Registrar, Acting Registrar, Registrar (D2/ASG level)

In this capacity, responsible for all aspects of the functioning of the Registry, as described above.

As of 2006, the trials held by the Special Court for Sierra Leone in Freetown were gradually drawing to a close. For security reasons, the trial of Charles Taylor, former President of Liberia, had to take place in The Hague. The Registry had to develop effective procedures for supporting the trial in The Hague, while at the same time leading the SCSL in Freetown through a process of downsizing.

During the period 2006 to 2009, focus was, among other things, on:

- elaboration and implementation of a “completion strategy” for all judicial activities;
- elaboration of a completion budget, with bi-annual updates, for approval by the SCSL Management Committee;
- elaboration and implementation of a fundraising strategy;
- setting up of a separate SCSL office in The Hague to support the Taylor trial and organisation of effective coordination between Freetown and The Hague;
- maintenance of effective working relations with Host State Sierra Leone and development and maintenance of such relations with the Netherlands;
- development and implementation of a downsizing policy for SCSL staff;
- detention of accused persons and conclusion of an enforcement of sentences agreement with a number of countries in Europe and with Rwanda;
- legacy of the SCSL, such as organisation of a legacy conference in Freetown, elaboration and fundraising for various legacy project and elaboration of a legacy policy aimed at developing a lasting legacy by the Court for the rule of law in Sierra Leone.

January 2001 - July 2006: International Criminal Tribunal for the Former Yugoslavia (ICTY)

Senior Legal Officer of Trial Chamber II (P5 level)

In the course of 2001, Trial Chamber II grew from supporting one trial bench to three trial benches. As Senior Legal Officer, the focus was, among other things, on:

- provision of substantive legal advice to judges in relation to issues of criminal law, criminal procedure, international criminal law and public international law;
- supervision of senior and junior legal staff;
- coordination of the work in the Chamber for the efficient running of 2 to 3 trials and up to 10 pre-trial cases at any given time;
- organisation, under the supervision of the pre-trial Judge, of daily management of pre-trial cases and promotion of efficient cooperation between parties;
- participation in the development, updating and implementation of the Tribunal's completion strategy;
- liaising with other sections of the ICTY.

September 1991 - December 2000: Ministry of Foreign Affairs, the Netherlands

Assistant Legal Adviser, Senior Legal Counsel

As Assistant Legal Adviser/Legal Counsel responsible for, among others things:

- provision of legal advice to the Minister, senior management and policy departments of the Ministry, as well as other Ministries;
- coordination of the implementation of new international legal instruments into national law and policy and formulation of national positions for discussions in intergovernmental fora (such as Council of Europe and United Nations);
- representation of the Government of the Netherlands before international judicial organs (European Commission and Court of Human Rights, International Criminal Tribunal for the Former Yugoslavia, International Court of Justice) and in international fora (in particular Council of Europe and United Nations).

In this period of nearly ten years, activities included:

- act as an Agent before the European Commission and Court of Human Rights in relation to cases of alleged violations by the Netherlands of the European Convention for Human Rights (1991-1997);
- participation in, and act as a (Vice) Chair of, expert groups in the Council of Europe dealing with the protection of minorities (1992-1994) and the development of new protocols to the European Convention on Human Rights (1992-2000);
- act as a member of the Netherlands delegation to the Ad Hoc Committee, Preparatory Committee, Rome Conference and Preparatory Commission on the Establishment of a Permanent International Criminal Court (1995-2000). In addition, at the Rome Conference (1998), serve as a Chair of the working group on the definition of war crimes and as a member of the Extended Bureau of the Conference. From 1999-2000, act as a Chair of the working group on the elements of crimes;
- act as a Co-agent before the International Court of Justice in the case of *Legality of Use of Force (Serbia and Montenegro v. the Netherlands)*.

April 1990 - September 1991: Ministry of Justice, the Netherlands

Legislation Expert

During this period, the focus, as a legislation expert, was on: provision of advice to the Minister of Justice on issues on the agenda of the Cabinet of

Ministers; participate in the preparation of legislation of various other Ministries, in particular Social Affairs and Finance, with emphasis on the compatibility of draft legislation with international treaty obligations.

April 1987 - December 1989: University of Utrecht

Legal Researcher

As Legal Researcher at the Netherlands Institute for Human Rights, provide legal research for the handbook of P. van Dijk and F. van Hoof, "The European Convention in Theory and Practice" and participate in the development of a database on national case-law relating to the application of the European Convention on Human Rights in the Dutch national legal system.

**Other**

- From 1988 to 1990: Chairman of the Dutch section of the International Commission of Jurists;
  - Publication of various articles in the field of human rights, international criminal law, the functioning of international criminal courts and tribunals and the establishment of the ICC;
  - Lectures at universities and academic institutions and participation as a judge in moot court competitions.
-