



Assembly of States Parties

Distr.: General
30 June 2020

Original: English

Nineteenth session
New York, 7-17 December 2020

Report of the Committee on the Election of the Prosecutor

Addendum

Candidate reference material

	<i>page</i>
A. Morris A. Anyah (Nigeria).....	2
B. Fergal Gaynor (Ireland)	8
C. Susan Okalany (Uganda)	16
D. Richard Roy (Canada).....	23

A. Morris A. Anyah (Nigeria)

[Original : English]

1. Letter of motivation

24 November 2019

Excellencies:

I write in support of my application to be elected as Prosecutor of the International Criminal Court.

Two core motivations undergird my application for the position, the first of which is a demonstrable belief that my qualifications, legal training, professional experiences, and personal attributes, not only meet all criteria for the position contained in article 42, paragraph 3 of the Rome Statute, but leave me uniquely-qualified to serve as Prosecutor of the ICC; and the second of which is an abiding conviction that the Prosecutor of the ICC remains the conscience and the voice of victims of the gravest crimes imaginable -- wherever or by whomever committed -- and is singularly placed to hold the perpetrators of such crimes accountable.

A review of my *Curriculum Vitae* will disclose that I have functioned as counsel before the ICC and the *ad hoc* international criminal tribunals at the highest of levels and have the additional distinction of having represented both parties and participants (the prosecution, the defence, and victims) before such courts. Additionally, and in the particular context as prosecution counsel, my experiences have extended from domestic prosecutions in the United States to all phases of international criminal prosecutions, from preliminary investigations to the conclusion of the appellate process.

I started my legal career as a law clerk in the state prosecutor's office in Chicago and went on to become a state prosecutor upon graduating from law school. Thereafter, I joined the Office of the Prosecutor at the International Criminal Tribunal for the former Yugoslavia, where I worked within both the trial and appeals sections, arguing three important Genocide cases (including that against the former Prime Minister of Rwanda, Jean Kambanda) before the Appeals Chamber during the tenure of Madam Carla del Ponte, who was also Chief Prosecutor of the International Criminal Tribunal for Rwanda.

In the context of serving as counsel for victims, I was appointed in August of 2011 by Pre-Trial Chamber II of the ICC to serve as lead counsel (Common Legal Representative) for 233 Kenyan victims of crimes against humanity. I was one of two lawyers so appointed by Pre-Trial Chamber II out of over 75 lawyers who applied to serve in that capacity in two cases involving Kenya at the ICC. In that capacity, I cross-examined all defence witnesses during the Confirmation of the Charges Hearing, including the then Deputy Prime Minister of Kenya (now President of Kenya), His Excellency Uhuru Kenyatta.

As counsel for the defence before international criminal tribunals, I served as lead International Investigator for the Defence of former Liberian President Charles Taylor before the Special Court for Sierra Leone (SCSL) and went on to serve as Co-defence Counsel during his four-year trial before the SCSL. I was subsequently appointed by the SCSL in May of 2012 to serve as Lead Defence Counsel to Charles Taylor during his appeal before the Appeals Chamber of the SCSL. My respective experiences as counsel for victims and defence counsel before international criminal courts, have heightened my appreciation of, and fidelity to, the core values of respect for the rights of the accused and the interests and personal circumstances of victims and witnesses.

My personal attributes of having been born in Nigeria and lived for almost a decade in Europe and for over a decade each in Africa and North America, and having appeared in court as counsel on all three continents, have engendered a proper understanding and appreciation of the different legal systems and cultural dynamics in which victims and perpetrators of crimes within the jurisdiction of the ICC are often situated.

The letters of reference in support of my application hopefully convey the strength of personal character and the high integrity and moral standards with which I have always conducted myself as a legal professional and a world citizen. Those letters additionally help

in explicating my leadership and managerial style over large groups of international professionals engaged in a collective undertaking, with the core attributes being calmness and equanimity of disposition, a willingness to listen and consider all views, decisiveness of action, and commendation of excellence when appropriate.

Admittedly, the role of Prosecutor of the ICC is encumbered with unique challenges, owing to factors both within and well-beyond the four corners of the Rome Statute and the institution of the Court. But if elected to serve as Prosecutor, I would be committed to finding creative legal avenues for effectuating the mandate of the Court to its fullest extent, in order to fulfill my Office's unique role as the conscience and advocate of the voiceless in the fight against impunity. Whilst certain limitations no doubt obtain *vis-à-vis* the extension of the Court's jurisdiction to non-parties to the Rome Statute, if elected as Prosecutor, my intention and commitment would be to explore and utilise all available tools to effectively discharge the mandate of my Office, whether by forging or re-invigorating relationships with other stakeholders, such as NGOs and civil society groups, and/or finding creative legal mechanisms through which the Court's reach could have its maximum impact.

I thank you for giving my candidacy due consideration and I undertake that, if elected as Prosecutor of the International Criminal Court, I would discharge my duties with complete and total independence, implacability, and such vigour with which a prosecutor must proceed in pursuing justice and accountability in the fight against impunity.

Please accept, Your Excellencies, the assurances of my highest consideration.

Morris A. Anyah

2. Curriculum vitae

Born: 1969

Nationality: Nigeria

Website: <https://anyahlaw.com>

Biography

Morris Anyah is a trial lawyer with an international reputation for excellence. He has served as trial or appeals counsel in several high-profile cases before international courts. Anyah has argued for the prosecution in some of the most important genocide cases on appeal before international tribunals, including those against former Rwandan prime minister Jean Kambanda, and Jean-Paul Akayesu. Between 2007 and 2012, Anyah served as co-defence counsel to former Liberian president Charles Taylor before the Special Court for Sierra Leone (SCSL). Anyah was appointed in August 2011 by Pre-Trial Chamber II of the International Criminal Court (ICC) to serve as Common Legal Representative to 233 Kenyan victims before the ICC and he cross-examined the then Deputy Prime Minister of Kenya (now President of Kenya), the Hon. Uhuru Kenyatta, during the Confirmation of the Charges Hearing. In May of 2012, Anyah was appointed by the Special Court for Sierra Leone to serve as the Lead Appeals Counsel to Charles Taylor.

Anyah was formerly a prosecutor in Chicago for three years before joining the Office of the Prosecutor at the International Criminal Tribunal for the former Yugoslavia (ICTY) in The Hague in 1999. While at the ICTY, Anyah worked on cases before both the ICTY and the International Criminal Tribunal for Rwanda (ICTR) whilst Madame Carla del Ponte served as the Chief Prosecutor of both tribunals. As a national practitioner, Anyah has represented defendants charged with capital felonies (including murder) in jury trials in Chicago and the Atlanta metropolitan area in the U.S.A. Anyah has appeared in court in places as diverse as Chicago, Atlanta, The Hague, and Arusha, Tanzania. Anyah is admitted to the list of counsel at the ICC, the SCSL, the Special Tribunal for Lebanon (STL), and to several bars in the United States, including Washington, D.C., Illinois, and Georgia. Anyah is regularly interviewed by international and African television, radio, and print media regarding cases he has been involved in, including by Al-Jazeera, the BBC World Service, France 24 TV, the BBC Focus on Africa, the Associated Press, Reuters, Sierra Leone Broadcasting Corporation, and the Kenya Sunday Nation.

Professional experience

Sept. 2013 – Present: Private Practice, Law Office of Morris A. Anyah, LLC. Chicago, U.S.A.

I currently serve as a criminal defence and personal injury attorney in Chicago, Illinois, who undertakes trials and appeals before state and Federal courts in the State of Illinois, U.S.A. I represent clients as lead counsel in criminal and civil matters before trial and appellate courts. I handle felony criminal trials (jury and bench) involving charges of murder, attempted murder, aggravated criminal sexual assault, drug offences, etc. I write briefs to state and Federal appellate courts in a variety of criminal and civil cases and present oral arguments before such courts. I undertake legal research and the drafting of trial and appellate briefs when not in court trying or arguing cases. I have had significant trial experience, having handled over 200 felony cases and 350 misdemeanor cases in Cook County, Illinois, first as an assistant State's Attorney (prosecutor), and now as a defense attorney.

May 2012 – Sept. 2013: Lead Appeals Counsel to former Liberian president Charles Taylor, the Special Court for Sierra Leone, The Hague, The Netherlands

Appointed on 4 May 2012 by the Special Court for Sierra Leone to serve as the Lead Appeals Counsel to former Liberian president, Charles Taylor. Had overall responsibility for the preparation and conduct of the case on appeal. Recruited all team staff; supervised and personally undertook appellate oral arguments before the Appeals Chamber; supervised and personally undertook the writing of briefs and motions on appeal; client management; liaised with the Prosecution, the Appeals Chamber, the Registry, Court Administration, and the media. Supervised a team of 25 legal professionals (14 lawyers, several legal assistants and interns, and 3 investigators) of different nationalities working from 5 countries on 3 continents on the same case. Dealt extensively with the media (television, radio, and print), including being interviewed by BBC World News TV, Al-Jazeera TV, & France 24 TV.

2011 – 2012: Common Legal Representative for Victims in The Prosecutor v. Francis Kirimi Muthaura, Uhuru Muigai Kenyatta, and Mohammed Hussein Ali, International Criminal Court, The Hague, The Netherlands

Appointed by Pre-Trial Chamber II of the ICC on 26 August 2011 to serve as Lead Counsel to 233 Kenyan victims of Crimes against Humanity. Had overall responsibility for all aspects of their legal participation in the case, including: recruiting and supervising all team members, examining witnesses in court, drafting motions and briefs, presenting arguments in court, undertaking field visits to Kenya and client interviews, liaising with civil society groups and NGOs in Kenya, and with other stakeholders, etc. Was one of two lawyers appointed by Pre-Trial Chamber II of the ICC to represent Kenyan victims out of over 75 lawyer-applicants for the two Kenya positions. Cross-examined all defence witnesses during the Confirmation of the Charges Hearing, including the then Deputy Prime Minister of Kenya (now President of Kenya) Hon. Uhuru Kenyatta. Recruited and supervised a team of 7 legal professionals (including 4 lawyers, field assistants & interns) of different nationalities working from two countries on two continents on the same case.

2007 – 2012: Co-Counsel to former Liberian president Charles Taylor before the Special Court for Sierra Leone, The Hague, The Netherlands

Had the responsibility of examining witnesses in court, arguing motions in court, drafting briefs and motions, undertaking field investigations (gathering and evaluating evidence) in Liberia and Sierra Leone, interviewing witnesses in Liberia, Sierra Leone, and The Hague, proofing witnesses in The Hague, supervising contracted lawyers, field investigators in Liberia and Sierra Leone, legal assistants and interns (approximately 25 personnel over the life of the case), and liaising and dealing with prosecution counsel, court administration, and the client. Cross-examined 25 prosecution witnesses, including the Hollywood actress Mia Farrow during the trial; led direct-examinations of 7 defence witnesses; presented the defence's motion for judgment of acquittal oral argument at the close of the Prosecution's case, as well as its final rebuttal closing argument; supervised numerous lawyers, legal assistants, investigators and interns over the 4.5 year trial.

March 2007 – August 2007: International Investigator, Office of the Principal Defender, Special Court for Sierra Leone, Freetown, Sierra Leone (The Hague Duty Station)

Appointed and assigned by the Office of the Principal Defender as the Lead Investigator (“International Investigator”) for the Defence of Charles Taylor, the former Liberian president. Had overall responsibility for the conduct of the defence investigation with duties including, taking instructions from the accused, traveling to several different countries to undertake investigations, locating and interviewing witnesses, liaising with high-level governmental and non-governmental officials and representatives, taking witness statements, supervising defence investigators in both Sierra Leone and Liberia, briefings and conferences with defence counsel(s) and legal assistants based in The Hague, and in Liberia and Sierra Leone. Analysed evidence obtained during field missions for evidentiary and other legal value.

2002 – 2007: Private Practice, Anyah and Associates, LLC., Atlanta, U.S.A. (specialisations: Criminal Defence, Plaintiffs Personal Injury and Immigration litigation)

Served as lead defence counsel on behalf of criminal defendants, including in capital cases, jury and bench trials, and preliminary, motion, and revocation of probation hearings. Served as plaintiffs’ counsel in personal injury, medical malpractice, and premises liability civil cases. And served as counsel to persons in deportation or removal, and asylum proceedings before the U.S. Immigration Court in Atlanta and/ or the Board of Immigration Appeals in Virginia, U.S.A., as well as petitioners for adjustment of status and other immigration benefits before the U.S. Citizenship and Immigration Services.

1999 – 2001: Legal Officer, Office of the Prosecutor (OTP), International Criminal Tribunal for the former Yugoslavia (ICTY), The Hague, The Netherlands

Worked in both the Trial and Appeals sections of the OTP as a Legal Officer.

In the Trial Section (Nov. 2000 to Dec. 2001), worked primarily on the investigation and prosecution of Major General Stanislav Galić for alleged war crimes and crimes against humanity which occurred in Sarajevo, Bosnia and Herzegovina, and the prosecution of General Rahim Ademi for alleged war crimes and crimes against humanity which occurred in the Medak Pocket, Croatia. Drafted arrest warrants, motions, and responses to those filed by the defence; researched and prepared advisory memoranda in respect of various factual and substantive legal and evidentiary issues; undertook field investigative missions to Bosnia and gathered, reviewed, and analysed evidence, including the taking of witness statements and analyses of documentary and other forms of tangible evidence for possible use by the prosecution at trial; supervised and coordinated the disclosure of over 3,000 documents on the eve (weekend) of trial in the *Galić* case during which I supervised over 15 OTP personnel engaged in the exercise.

In the Appeals Section (Sept. 1999 to Nov. 2000): wrote briefs, motions, and responses thereto on behalf of the prosecution as the appellant, or as the respondent in appeals lodged by convicted accused from both the International Criminal Tribunal for the former Yugoslavia and the International Criminal Tribunal for Rwanda (ICTR). Within 7 months of employment with the OTP as a P-2 Associate Legal Officer, was assigned and wrote the prosecution’s brief and argued before the Appeals Chamber of the ICTR on 28 June 2000 in the genocide case against the former Prime Minister of Rwanda, Jean Kambanda. Argued two other genocide cases before the Appeals Chamber in October and November 2000: *The Prosecutor vs. Jean-Paul Akayesu* and *The Prosecutor vs. Clément Kayishema and Obed Ruzindana*. Other cases worked on include: *Čelebići*, *Rutaganda*, and *Musema*. Was promoted to Legal Officer whilst in the Trial Section.

1996 – 1999: Assistant State’s Attorney at Cook County State’s Attorney’s Office, Chicago, U.S.A.

Served as a prosecutor (assistant State’s Attorney) in the Criminal Appeals Division, Juvenile Justice Bureau, and Criminal Prosecutions Bureau of the Cook County State’s Attorney’s Office. Represented the prosecution in criminal jury and bench trials, as well as felony preliminary hearings, misdemeanour and traffic cases. Reviewed evidence gathered by the police and approved or rejected police requests for the filing of felony charges; took statements from witnesses and confessions from accused defendants; approved or rejected police requests for arrest and/or search warrants. Prosecuted cases involving abused,

neglected, and dependent children. Cases handled include sex abuse, physical abuse, excessive corporal punishment, drug-exposed infants, neglect due to an injurious environment or lack of care, and termination of parental rights. Orally argued four cases, and wrote briefs in about twelve cases, before the Illinois Appellate Court, First Judicial District in Chicago, U.S.A.

May – July 1995: Law Clerk, Night Narcotics Unit, Cook County State’s Attorney’s Office, Chicago, U.S.A.

Assisted assistant State’s Attorney (prosecutors) with legal research, drafting of motions, litigation of motions, and the trial of cases in court as a law student. Represented the prosecution and tried two felony drug cases as a certified law student under the supervision of an assistant State’s Attorney. Proofed and prepared police witnesses to testify in court.

May – July 1994: Law Clerk, Criminal Appeals Division, Cook County State’s Attorney’s Office, Chicago, U.S.A.

Undertook legal research, drafted appellate briefs for criminal cases before the Illinois Appellate Court in Chicago, and reviewed and abstracted trial records, all on behalf of the prosecution.

Education and training (selected)

- 1991 Bachelor of Arts (criminal justice), University of Illinois at Chicago, U.S.A.
- 1993 Master of Arts (criminal justice), University of Illinois at Chicago, U.S.A.
- 1996 Juris Doctor (law degree), University of Dayton School of Law, Ohio, U.S.A.
- 2000 Certificate of Attendance, The Hague Academy of International law, The Hague, The Netherlands (July – August)
- 2000 Legal Advisers Course, Office of the Prosecutor, International Criminal Tribunal for the former Yugoslavia, The Hague, The Netherlands (14 – 18 February)
- 2000 Trial Advocacy Training Course, Office of the Prosecutor, International Criminal Tribunal for the former Yugoslavia, The Hague, The Netherlands (25 – 26 March)
- 2001 Trial Advocacy Training Course, Office of the Prosecutor, International Criminal Tribunal for the former Yugoslavia, The Hague, The Netherlands (2 – 4 March)
- 2011 Seminar for Defence Counsel, Special Tribunal for Lebanon (21-24 March)
- 2011 9th Seminar of Counsel and Training Session framed in the 9th Seminar of Counsel, International Criminal Court (16 – 20 May)
- 2011 Seminar for Victims’ Counsel, Special Tribunal for Lebanon, in collaboration with the ICC (12 – 14 December)
- 2012 10th Seminar of Counsel, International Criminal Court (15 - 16 October)

Bar admissions and memberships (selected)

- Admitted to the Bar, State of Illinois, U.S.A., 1996;
- Admitted to the Bar, State of Georgia, U.S.A., 1998;
- Admitted to the Bar, District of Columbia, U.S.A., 1998;
- Admitted to the List of Counsel at the ICC;
- Admitted to the List of Counsel at the STL;
- Admitted to the List of Legal Representatives for Victims at the STL;
- Admitted to the List of Counsel at the SCSL;
- Member since 2011, Advisory Board, African Journal of Legal Studies;
- Member since 2013, Advisory Board, International Criminal Court Moot Court Competition

Selected presentations

- 2013 Panel Discussant, “Making Space for ‘Ethics’ in the Investigation and Prosecution of International Crimes,” American Bar Association Fall Meeting, Section of International Law, London (18 October);

- 2013 Presentation on “Balancing Rights of the Accused with Rights of Victims before the International Criminal Court,” at the conference: “The First Ten Years of the International Criminal Court: Achievements and Challenges,” Edge Hill University, Lancashire, United Kingdom (26 April);
- 2012 Featured Speaker, International Criminal Law Network 10th Anniversary Reception, Presentation on “Experiences as a Practitioner in the Field of International Criminal Law over the Past Decade,” Wladimiroff Advocaten, The Hague, The Netherlands (30 August);
- 2012 Lecture on “Victims’ Participation in the Kenyan Cases before the ICC,” as part of the Supranational Criminal Law Lectures Series, T.M.C. Asser Institute, The Hague, The Netherlands (18 January);
- 2011 Presentation to the Paris Bar on “Lawyers’ Immunity before International Criminal Jurisdiction,” Paris, France (1 June);
- 2011 Presentation on “Disclosure Obligations of the Parties before the Special Tribunal for Lebanon,” at the Seminar for Defence Counsel, Special Tribunal for Lebanon (22 March);

Selected publications

- 2015 Anyah, M., “Balancing Rights of the Accused with Rights of Victims before the International Criminal Court,” (Chapter 4) in *The International Criminal Court in Search of its Purpose and Identity*, Ed., Mariniello, Triestino, Routledge Publishing;
- 2011 “In Memoriam: Francis J. Conte,” 36 *University of Dayton Law Review* 3: 295 - 297 (Spring 2011)

B. Fergal Gaynor (Ireland)

[Original : English]

1. Letter of motivation

31 October 2019

Your Excellencies:

With integrity, intelligence, and courage, I have sought to bring justice to victims of the most shocking crimes of our age. I am convinced that the OTP can become stronger and more efficient in 2021-2030. I am honoured to present my application to be the next Prosecutor.

I have over 18 years of progressively responsible experience in investigations, trials and interlocutory appeals in complex cases. I have led teams of lawyers, analysts and support staff; improved processes of recruitment and performance management; and ensured the expenditure of public funds with efficiency. As detailed further in my CV, I was a prosecutor in multiple cases at the ICTY (Karadzic, Krajisnik, Plavsic and others); the ICTR (Nyiramasuhuko and others); and at the ECCC (Nuon Chea, Khieu Samphan and Meas Muth). These cases yielded a total of 14 convictions, all upheld on appeal. The UN Secretary General has nominated me to be the Reserve International Co-Prosecutor at the ECCC.

In 2001, I was hired from Freshfields, a distinguished commercial law firm, to work on multiple concurrent prosecutions at the ICTY. For 2001-2007, I was the principal author of hundreds of legal submissions in those cases: applications, responses, replies, pre-trial briefs, sentencing briefs and indictments of political leaders, midlevel overseers, and direct perpetrators.

I was asked to return to the ICTY in 2009, for the trial of Radovan Karadzic. As a leading member of the courtroom team, I participated in dozens of strategic and tactical decisions, many aimed at reducing the length of trial.

As a member of the courtroom team prosecuting six accused in the Butare trial at the ICTR in 2008-2009, I cross-examined witnesses in court and interviewed witnesses in Rwanda, Malawi and Burundi. I provided legal advice on other accused to the ICTR Prosecutor and Chief of Prosecutions.

I have particular expertise with complex scientific, electronic and digital evidence. I have examined many witnesses on intercepted communications, ballistics, explosives, sniping, and military communications systems. I have supervised analysts using geolocation techniques to locate killing scenes and vehicle movements, and the identification of suspects on the basis of signature analysis. I have researched thermobaric, chemical and cluster munitions. I have broad experience managing case-management and evidence-management software, and optical character recognition and transliteration.

I have strong investigative experience. In 2007 I advised a UN investigative team in Beirut, collecting evidence concerning the assassination of Rafik Hariri. In 2017-2019, I was the team leader for an NGO in its investigation of President Assad and his security and defence forces. I significantly increased the productivity of the analysts under my leadership. I planned quarterly and annual programs of work, oversaw the collection of evidence in the field, updated donor governments, managed performance and recruitment, directed the preparation of complex criminal briefs, and briefed the heads and staff of the UN mechanisms for Syria and Myanmar. I led a team that reported to a donor government on the feasibility of an investigation of crimes by the Myanmar armed forces, and estimated the budget.

As detailed in my CV, I have had extensive courtroom experience at the ICTY, ICTR and ICC, making submissions on complex legal and factual areas, and examining dozens of fact and expert witnesses. I have given numerous ICC-related radio, television and newspaper interviews.

I researched in depth the functions of the ICC Prosecutor while a visiting fellow at Harvard Law School in 2015. With this theoretical understanding, I led a team of lawyers in preparing an unprecedented application for judicial review of the Prosecutor's decision to suspend active investigation in Kenya. I have published widely on ways to reduce the length of international criminal proceedings. As Prosecutor, I would welcome dialogue with States Parties concerning how best to reduce the length of preliminary examinations, pre-trial, and trial procedures.

My record of honouring commitments, meeting deadlines and achieving results is strong. I have overseen numerous projects where teams under my leadership have reached demanding goals on time and within budget. As the lead author of hundreds of legal submissions in multiple concurrent cases at four international courts, I never missed a deadline.

I have innate respect for persons of other cultures. I was born and raised in Africa. I am an Irish Catholic happily married to a Cambodian Buddhist. During my career I have enjoyed working alongside colleagues of different races, ethnicities, religions and sexual orientations. I strongly believe in gender balance, and have aimed for this in my recruitment of analysts and lawyers. I can converse in Spanish and French, and read both fluently. My mother tongue is English.

I have experience of factors which limit prosecutorial choices: the Kenya and Afghanistan situations at the ICC, and the non-referral of Syria and Myanmar by the UNSC to the ICC, are but some examples.

I have made many hard budgetary choices in my career, reallocating resources and cutting the fat. I have a good track record of doing more with less. An example is the Kenya situation. I made the most of slender resources to fully represent the interests of over 20,000 victims, leading team members in The Hague and Nairobi. I negotiated, on the basis of justified requests, increased funding from the ICC Registrar.

I have excellent communication skills, whether in the courtroom, in a village hall meeting scores of victims, or in a live interview in a radio or television studio. For 22 years, I have communicated well with lawyers, investigators, support staff, domestic and international civil society organisations, judges, diplomats, defendants, and journalists. I believe that I am a sincere and fair prosecutor who keeps his word.

I passionately believe that the OTP can and must do better. I have dealt with some of its greatest challenges: state cooperation; access to probative evidence; gender balance; and running more expeditious proceedings. I have the vision, tenacity and communication skills necessary to significantly improve the OTP's conviction rate, and its efficiency. It would be an honour to serve as the next Prosecutor.

Yours faithfully

Fergal Gaynor

2. Curriculum vitae¹

Experienced and effective prosecutor with over 22 years' legal experience, including 18 in international investigation and prosecution. Leading member of teams investigating and prosecuting senior members of the Bosnian Serb leadership, the Khmer Rouge leadership, the Interim Government of Rwanda and Syria's security and military leadership. Lead Counsel for the victims in the ICC case against Kenyan president Uhuru Kenyatta and for a group of Afghan victims in the ICC situation in Afghanistan. Appointed in 2019 by the UN Secretary General to be the Reserve International Co-Prosecutor at the ECCC.

¹ After having been selected for interview, Mr. Gaynor informed the Committee of several updates in respect of his curriculum vitae. Specifically, he informed the Committee that he had left the Commission for International Justice and Accountability (CIJA) on 31 December 2019 and had been appointed as the Reserve International Co-Prosecutor at the ECCC in March 2020. He also advised that, in addition to his role as Lead Counsel for 82 victims at the ICC in the situation in Afghanistan, he was also acting as Lead Counsel for 770 victims in the Situation in Palestine.

Professional experience

January 2017 – present: Commission for International Justice and Accountability

Head, Syrian Regime Team and Head, Myanmar Team

- Strategic leadership of teams investigating crimes in Syria and Myanmar.
- Led from 2017 to 2019 the CIJA Syrian Regime Crimes Team, managing a sub-team of field-based investigators based in three countries in the Middle East, and directed the field leader of a sub-team of Arabic-speaking analysts based in headquarters in Europe.
- Directed the analysis of documentary and testimonial evidence and the preparation of criminal briefs concerning crimes by Syria's security agencies, army and air force to ensure that they met the highest professional standards, for eventual use by an international or hybrid criminal court with jurisdiction over crimes in Syria.
- Oversaw a 2018 feasibility study and budget for a donor government for an investigation into crimes by members of the Myanmar armed forces against ethnic and religious minorities in Myanmar since 2011, in support of investigation expected to be conducted by the ICC.
- Oversaw the preparation of initial operational plan to secure collection and analysis of linkage evidence from the territory of Myanmar in support of expected ICC investigation, and liaised with financial staff drafting budget for two years of operations.
- Briefed numerous interlocutors including government representatives and the UN International, Impartial and Independent Mechanism on international crimes committed in the Syrian Arab Republic (IIIM) and the UN Independent Investigative Mechanism for Myanmar (IIMM).
- Managed, local and international staff in the delivery of four-day training sessions in Asia in 2018 and 2019 with groups of Burmese civil society organisations.
- Oversaw analysis of information contained in hundreds of witness statements and tens of thousands of Syria Regime documents, and the structured input of that analysis in CaseMap.
- Interviewed, recruited and provided structured feedback to analysts, and made recommendations concerning promotion; managed performance of all team analysts.
- Supervised selection and translation from Arabic to English of thousands of probative documents.
- Co-ordinated with evidence management unit in order to ensure highest-quality scanning of typed and handwritten documents, and made tactical decisions on a regular basis concerning the best methods to analyze large quantities of written material with limited analytical resources; transliteration protocols; optical character recognition issues; use of evidence management and case management software.
- Supervised analysts using geolocation techniques to establish the locations of crime sites, and signature analysis to match signatures of unnamed persons on Syrian Regime documents in order to identify mid- and high-level members of Syria's Regime.
- Oversaw drafting of sections of criminal briefs on sexual violence and crimes against children.
- Agreed timetables for the delivery of complex criminal briefs relating to crimes committed in Syria since March 2011 by members of the Syrian security services, army, air force and police.
- Oversaw the preparation of a 400 page brief articulating the criminal responsibility for Assad and seven other senior members of Syria's Regime for crimes against detainees.
- Oversaw the preparation of a 350 page brief articulating the criminal responsibility for senior members of Syria's Military Intelligence Department for crimes against detainees, including the murder of the over 8,000 detainees whose corpses were photographed by military police.
- Oversaw the preparation of other briefs, each of approximately 200 pages, concerning, for example, crimes by the Syrian Arab Air Force; an overview of the command structures of the Syrian Arab Army; criminal responsibility for those implementing Regime policy at the governorate level in three governorates.
- Developed goals and supervised the quarterly gathering of data for monitoring and evaluation, to be provided to donor governments who fund CIJA's operations.

- Oversaw preparation of quarterly reports for donors, summarizing evidence collection activities and nature of criminal briefs prepared by analysts working under my direction.
- Orally presented, in summary form, factual and legal findings to representatives of donor governments and answered questions from them, and to external oversight board.
- Agreed and implemented a completion strategy to wind down the work of the headquarters-based Regime Crimes Team, in order to ensure the smooth delivery of all analytical products to the IIM.
- Periodically met team of CIJA investigators in the Middle East for training in interview techniques, updated them on recent developments, and conducted extensive two-way dialogue with them concerning future document collection and interviews.

September 2015 – December 2016: Extraordinary Chambers in the Courts of Cambodia

Senior Assistant Prosecutor

- In September 2019, the UN Secretary-General decided to nominate me to be appointed as the ECCC Reserve International Co-Prosecutor.
- As a senior member in 2015 and 2016 of the Office of the Co-Prosecutors prosecuting Khmer Rouge leaders Nuon Chea and Khieu Samphan (case 002) and Meas Muth (case 003), I participated in strategic decision-making, overseeing analysis of evidence, and reviewing, drafting and editing written filings. These concerned the appeal of case 002/01, the trial of case 002/02, and, primarily, the investigation in case 003.
- Articulated the prosecution's position in case 003 on many areas of international criminal law and procedure, including forced marriage, recharacterisation of charges, and genocide of the Vietnamese.
- Delivered significant advances in building case 003. As the senior assistant prosecutor in charge of the case, I oversaw the analysis of evidence and preparation of the prosecution's "final submission". This included managing draft submissions concerning joint criminal enterprise (its membership, duration, objective); the existence of a common plan; significant contribution to the realisation of a common plan; international armed conflict (threshold for intensity of hostilities); forced marriage; the implementation by criminal means of nationwide policies; aiding and abetting; genocide; superior responsibility; *dolus eventualis* standard for murder; personal jurisdiction; territorial jurisdiction (crimes in Vietnam).
- Organised and ran periodic in-court oral advocacy exercises for junior prosecutors and interns, requiring participants to argue points of law and to examine witnesses played by actors.
- Delivered numerous presentations on areas of international criminal law and procedure to groups visiting the ECCC, and to students at the Royal University of Law and Economics.

November 2012 – present: International Criminal Court

Lead Counsel for victims

- Appointed by a Trial Chamber as lead counsel to represent the interests of approximately 20,000 victims of the Kenyatta case at the ICC. Pro bono lead counsel for a group of Afghan victims in proceedings before the Appeals Chamber.
- Solely responsible for all strategic and tactical litigation decisions, financial management, managing budget requests, the preparation and presentation of oral and written submissions on the victims' behalf in the Kenyatta case before the Pre-Trial Chamber, Trial Chamber and Appeals Chamber, missions within Kenya, field security, and performance management of Hague-based staff and Nairobi-based field team.
- Managed unprecedented security, legal and logistical challenges, including state obstruction of access to evidence, in order to effectively bring views of Kenyan victims before the ICC judges.
- Reinvented model of victim representation at the ICC in order to effectively represent the 20,000 victims, while maintaining pressure on Government of Kenya to cease obstruction of justice.
- Co-ordinated, with pro-bono team in New York, research in 70 jurisdictions to prepare unprecedented application for judicial review of Prosecutor's cessation of investigation,

- focusing on the Prosecutor's Article 54 duty to fully and promptly investigate and prosecute.
- Co-ordinated staff in diverse locations to ensure effective outcomes, oversaw budget, supervised logistical preparations for dozens of meetings across Kenya with victims, NGOs and diplomats.
 - Negotiated budget-related issues with ICC Registry, and participated in initiatives at the Registrar's request as part of the Registrar's ReVision project to restructure, and secure more efficient funding of, victim participation, and reviewed ICC programme budgets by the ICC CBF.
 - Communicated with the OTP orally and in writing, pressing for more rigorous investigation and prosecution of sexual violence crimes in Kenya, and crimes by the Kenyan police.
 - Communicated effectively in live and recorded interviews to international and domestic radio, television and print media including BBC, Le Monde, The Economist, The New York Times, Al Jazeera, France 24 and all major Kenyan media outlets.
 - Communicated in court, to diplomats, civil society, donors, members of the UN Security Council, as well as to hundreds victims in village halls in many locations in western Kenya.
 - Developed a strategy to ensure that the voices of the victims were heard, and to press the Office of the Prosecutor, and the Government of Kenya, to comply with their Rome Statute obligations.
 - Oversaw the drafting of submissions on sexual violence; victims' participatory rights in the pre-trial and trial periods; the victims' right to an expeditious and thorough investigation; Kenya's obligations under Part 9 of the Rome Statute, the Vienna Convention on the Law of Treaties and the Articles of State Responsibility for Intentionally Wrongful Acts; jurisprudence of the European Court of Human Rights and the Inter-American Court of Human Rights on the victims' right to know the full truth about the crimes committed against them, to have those responsible held accountable, and to receive just and prompt reparation for the harm suffered; the duty to be present at trial; the duty of states to investigate and prosecute.
 - Responded orally to arguments put forth by the Government of Kenya, and by the Kenyatta Defence concerning state non-cooperation, and the constitutional duties of the president.
 - Managed extensive fieldwork in towns and villages across western Kenya including 55 days of meetings over two and a half years with over one thousand victims. Each briefing focused on developments in the case, and incorporated intensive question-and-answer sessions during which victims put questions to me concerning collapse of the case.
 - Spoke at side events at the ICC Assembly of States Parties in 2013, 2014 and 2016.

September 2009 – December 2012: International Criminal Tribunal for the former Yugoslavia

Trial Attorney, Office of the Prosecutor, in trial of Radovan Karadžić

As a key member of the courtroom team in the trial, I provided strategic and tactical advice to the prosecution team regarding the conduct of the litigation, and participated fully in the trial itself.

- Supervised junior lawyers in their assessment of evidence and drafting prosecution submissions.
- Mentored junior lawyers, providing career advice and constructive criticism relating to outputs.
- Delivered clear and effective briefings to trial team regarding the principal factual, procedural and substantive law issues arising in the Karadzic case as the case progressed.
- Examined and cross-examined dozens of fact witnesses, including victims and insiders, and expert witnesses concerning highly technical aspects of ballistics, explosives and sniping.
- Prepared and delivered concise oral argument in court on a range of procedural issues.

- Oversaw trial preparation, including drafting of motions, responses and replies; preparation of amalgamated statements; selection of exhibits for use with witnesses in court.
- Liaised extensively with the defence in The Hague and in Sarajevo in a cooperative manner.
- Liaised extensively with members of my and other prosecution teams, trial support, field support, language support, members of Judges' staff and investigations staff, Prosecutor's immediate office, OTP Leadership Research Team, and Military Analysis Team.
- Engaged in negotiations with an expert witness who refused to testify in the Karadzic trial. After he persistently refused to testify, I drafted and supervised the preparation of filings for contempt; applied for a warrant of arrest in order to secure his arrest in Bosnia and transfer to The Hague.
- Recommended, after consultation with other trial attorneys and investigators, which witnesses be called and which municipalities be dropped from the indictment.
- Managed a sub-team tasked with identifying, analyzing, and authenticating, through a state security witness, 700 intercepted conversations for submission in court as evidence.
- Organised meetings in Sarajevo between defence lawyers and prosecution witnesses, and ran the meetings in a fair and effective manner such that the defence and the witnesses felt at ease.
- Briefed domestic prosecutors from the former Yugoslavia about the drafting and amendment of indictments, including how to properly plead a joint criminal enterprise and genocide.
- Addressed major conference in The Hague on international criminal procedure and the right to an expeditious trial, and made specific procedural recommendations aimed at running major leadership trials more expeditiously.

October 2008 – August 2009: Circuit Court, High Court, and Supreme Court of Ireland

Barrister-at-law

- Appeared in court on an almost daily basis before the Circuit Court, High Court, the (non-jury) Special Criminal Court and Supreme Court of Ireland, representing defendants in prosecutions for a range of non-fatal offences, extradition, contempt of court, terrorism and seizure of criminal assets.

November 2007 – October 2008: International Criminal Tribunal for Rwanda

Trial Attorney, Office of the Prosecutor

- Appeared in court, on an almost daily basis, in the six-accused Nyiramasuhuko et al. trial, which concerned the killing of over 200,000 persons in Butare prefecture and other crimes, and opposed as necessary oral arguments put forth by all six defence teams. All six were convicted and their convictions upheld on appeal.
- Made oral submissions on a wide range of procedural and substantive areas.
- Drafted motions, responses, replies, briefs and other written legal submissions filed in French by six francophone defence teams. Supervised legal research support.
- Reviewed vast quantities of transcripts, witness statements and other evidence.
- Managed preparation for interview, and led the interview of perpetrator and victim witnesses in Rwanda, and alibi witnesses in Burundi and Malawi.
- Reviewed possibility of Rule 61 hearing against high-level fugitive for the Prosecutor.
- Proposed amendments to Chief of Prosecutions regarding the indictment of newly-arrested fugitive.

February 2007 – August 2007: International Independent Investigation Commission

Legal Adviser

- Provided strategic and tactical advice to Commissioner and senior lawyers responsible for the investigation into the assassination of former Lebanese prime minister Rafik Hariri.
- Liaised frequently with analysts, investigators, other lawyers, field security, and language support.

- Reviewed and provided comments on the Commission's reports to the U.N. Security Council.
- Prepared and co-conducted for three days in Syria a major insider interview.

June 2001 – February 2007: International Criminal Tribunal for the former Yugoslavia

Trial Attorney, Office of the Prosecutor

- Lead author, under the supervision of Mark B. Harmon, of almost all motions, responses and replies filed by the prosecution (at the pre-trial, trial, sentencing and interlocutory appellate stages) in the *Krajisnik, Plavsic, Ljubicic, Deronjic* and *Cesic* cases. I also drafted some submissions filed in the *Lukic* and *Lukic, Mico Stanisic* and *Brdjanin* cases. Despite this heavy volume, I never missed a deadline.
- Managed teams of junior lawyers and interns efficiently in their legal research, drafting of summaries of evidence, and reviewed their contributions to the final trial brief.
- Made numerous arguments in order to focus trial on the matters truly in dispute.
- Examined witnesses in a manner which made best use of the limited time available, concentrated on the matters at issue in the case, and respected the dignity of the witnesses.
- Used Sanction software to present, in court, video, audio and documentary evidence.
- Researched ICTR, ICTY, European Court of Human Rights and domestic jurisprudence.
- Managed team drafting the final trial brief in the case of Momcilo Krajisnik, one of the senior architects of the Bosnian Serb ethnic cleansing campaign.
- Delegated tasks to senior and junior members of the team, reviewed incoming drafted and provided comments, ensured that internal and external deadlines were observed, and coordinated the final collation and checking of the final brief and its extensive appendices.
- Presented oral argument during prosecution's closing argument on ten complex legal questions put to the prosecution by the Trial Chamber at the conclusion of the Krajisnik trial.
- Conducted the examination-in-chief of insider witnesses, expert witnesses, and crime base witnesses, several of whom were massacre survivors.

August 1997 – June 2001: Freshfields Bruckhaus Deringer

Trainee Solicitor (1997-99); Associate (1999-2001)

- Freshfields is one of the world's leading law firms. I was recruited to its graduate training program while at Cambridge. During my training period at Freshfields, I was selected to work at its Tokyo office for six months, and later to go on secondment to its oldest client, the Bank of England.
- Drafted witness statements, settlement agreements, statements of claim, attended client meetings, interviewed fact and expert witnesses.
- Undertook legal research and drafted memoranda of advice on a range of complex areas relating to financial regulation, mergers and acquisitions, listing of securities, management buy-outs, and the impact on the Bank of England of large quantities of new financial services instruments.

Academic background; Admissions to practice; Languages

1995-1996 University of Cambridge

Master of Philosophy in International Relations

1990-1994 Trinity College, Dublin

Bachelor of Laws

- Admitted to practice in England and Wales in 1999 and in Ireland in 2008.
- Strong working knowledge of Spanish and French.
- Extensive knowledge of evidence management, trial management and courtroom evidence-presentation and transcription software.

Publications

- *General Assembly Referral to the International Criminal Court*, in “The Past, Present and Future of the International Criminal Court”, International Nuremberg Principles Academy (forthcoming).
- *Current Developments at the International Criminal Court*, JICJ. Co-authored with P. Hayden and K. Kappos, 2016.
- *Evidence, in International Criminal Procedure - Principles and Rules*, edited by Göran Sluiter and others, Oxford University Press. Co-authored with three others. 2013.
- *Uneasy partners: Evidence, Truth and History in International Trials* Journal of International Criminal Justice, Oxford University Press (JICJ). 2012.
- *Prosecution at the ICTY: Achievements and Challenges*, Südosteuropa Mitteilungen. 2012.
- *International Tribunals and the Right to a Speedy Trial: Problems and Possible Remedies*, Law in Context. Co-authored with David Tolbert. 2009.
- *ICTY and ICTR pre-trial proceedings and Subpoenas: two entries* in “The Oxford Companion to International Criminal Justice”, Oxford University Press. 2009.
- *Provisional Release in the Law of the International Criminal Tribunal for the former Yugoslavia*, in “The Legal Regime of the International Criminal Court” Martinus Nijhoff Publishers. 2009.
- Review of M. Cherif Bassiouni, *The Legislative History of the International Criminal Court*, JICJ. Co-authored with L. K. Morris. September 2008
- Review of Olaoluwa Olusanya, *Sentencing War Crimes and Crimes against Humanity under the International Criminal Tribunal for the former Yugoslavia*, JICJ. November 2007.
- *Ordinary Sentences for Extraordinary Crimes*, JICJ. Co-authored with Mark B. Harmon. July 2007
- *Prosecuting Massive Crimes with Primitive Tools: Three Difficulties Encountered by Prosecutors in International Criminal Proceedings*, JICJ. Co-authored with Mark B. Harmon. June 2004.
- *Current Developments at the Ad Hoc International Criminal Tribunals*. Co-authored, with Daryl A. Mundis and Barbara Goy, ten instalments of periodic digest of international criminal law in JICJ in 2004-2008.

C. Susan Okalany (Uganda)

[Original : English]

1. Letter of motivation

30 October 2019

Chair, Committee on the Election of the Prosecutor

Dear Madam

My name is Susan Okalany. I am delighted to express my interest in the position of Prosecutor of the International Criminal Court (ICC).

I am currently serving my country Uganda, as judge of the High Court. It has always been my ambition to practice law at the international level as prosecutor, due to my passion for assisting bring justice to the ever rising number of victims of war crimes, crimes against humanity among other crimes.

I developed my passion for advocating for victims and witnesses of crime generally, during the sixteen years that I served as State Attorney with the Directorate of Public Prosecutions, helping mostly poor and oppressed women and children to obtain justice and when applicable, helping innocent suspects escape incarceration, by presiding over the conduct of effective and conclusive investigations. As a courtroom criminal law practitioner, I developed the requisite understanding of trial generally advocacy, but specifically appreciating the heavy burden placed on the prosecution to establish the relevant elements of offences beyond reasonable doubt and considering the question of credibility and admissibility of different types of evidence. Not only did I progress in my carrier in terms of ranks, but also earned the respect of my superiors and juniors as well as the legal fraternity generally and the public also, who came to know me as an independent, impartial, and resourceful prosecutor, with the ability to work well with and to groom colleagues within the justice sector. I became one of the few prosecutors, trusted by my superiors with the handling and management of high profile complex investigations and trials. It did not thus come as a surprise to me, when I was chosen to take over the prosecution of the 2010 *Kampala bombings* case after the tragic assassination of the then lead prosecutor of that case. Despite of the odds against us, my team and I accomplished that assignment with much success.

Over three years ago, I was appointed High Court Judge and assigned duties in the Mbale Circuit as well as in the International Crimes Division (ICD) of the High Court. Apart from hearing and determining several criminal and civil cases in my circuit, I conducted the pre-trial hearing of the case of *Uganda Versus Thomas Latoni Kwoyelo* (HCT-00-ICD-CR-No. 0002/2010) while following a high breed legal regime which entailed reliance on international legal principles and domestic law and confirmed the charges preferred. The main trial which is being undertaken under the complimentary provisions of the Rome Statute is ongoing. Serving the ICC as the Prosecutor is an opportunity that I would therefore unreservedly dedicate myself to, considering my expertise as a public prosecutor and my practice as presiding judge in the Mbale Circuit as well as judge in the ICD. I am convinced that I will be a valuable resource person to the ICC considering the relevant skills and competencies that I have.

I am confident that I will meet the expectations of the ICC and hope that I will be given a chance. Thank you for your time and I look forward to hearing from your Committee soon.

Sincerely

Susan Okalany

2. Curriculum vitae

Susan Okalany, High Court Judge

Nationality: Ugandan

Professional profile

Susan Okalany is a Judge of the High Court of Uganda, a post she has held since 2016. Her current workstation is the Mbale High Circuit, which she heads. She is also a judge of the International Criminal Division (ICD) of the High Court of Uganda, where she was the Pre-trial Judge in the trial of *Thomas Latoni Kwoyelo*, HCT-00-ICD-CR-NO. 0002/2010, which is a trial being undertaken in line with the complementarity principle of the Rome Statute. In the course of the two-year pre-trial hearing, she rendered several decisions, including the one allowing victims in the case to participate at all stages of the trial, subject to rules of evidence and procedure. She also made another decision overruling a preliminary objection opposing charges brought under Customary International Law. She confirmed charges of war crimes as violations of Common Article 3 to the Geneva Conventions of 1949, crimes against humanity as well as charges brought against Mr. Thomas Latoni Kwoyelo under Uganda's Penal Code Act.

Susan was a State Attorney working for the Directorate of Public Prosecutions (DPP), Uganda, and rose from the rank of Pupil State Attorney to Senior Principal State Attorney, during the 16 years of her service in the Directorate of Public Prosecutions, now known as the Office of the Director of Public Prosecutions (ODPP). She has served as a Resident State Attorney in several rural districts of Uganda, handling hundreds of criminal prosecutions, the majority of which, being cases of sexual and gender based violence against girls and women. From 2011 to 2016, she was head of the Gender and Sexual Offences desk and working with a team of prosecutors and the DPP planning Unit. With the support of the DPP Top Management, she championed the process of restructuring the Gender, Children and Sexual Offences Desk into the Department of Gender, Children and Sexual Offences. Also, working with the Justice Law and Order Sector (JLOS), UNICEF, DPP staff and a Consultant, she provided oversight for the development of the Handbook for the Directorate of Public Prosecutions on Prosecuting child-related and SGBV cases in Uganda. Subsequently, she implemented training workshops to disseminate the said handbook to prosecutors and other stakeholders.

Following the assassination of her colleague, the late Ms. Joan Kagezi, who was lead prosecutor in the 2010 *Kampala bombings* case (in which 74 people lost their lives and over 71 others sustained injuries), Susan was appointed lead prosecutor in the case in May, 2015 and after a marathon trial, 8 (eight) out of 13 (thirteen) accused persons were convicted and sentenced to various jail terms, including life imprisonment.

Because of her role in the successful prosecution of the *Kampala bombings* case, she received the award of Prosecutor of the Year, by the International Association of Prosecutors (IAP) in Beijing, China in September, 2017.

Career summary

2016 – Present: Resident Judge, Mbale High Court Circuit, Judiciary of Uganda, Kampala

Presiding over hearings and adjudication of Criminal and Civil cases as well as hearing and determining appeals from the Grade 1 and Chief Magistrates Courts in the Mbale High Court Circuit. Additionally, handling reviews of own decisions and revision of lower court decisions. Conducting court annexed mediation proceedings in Civil Matters, conducting plea bargain sessions in criminal matters, supervision of lower courts in the circuit.

Presiding over Pre-trials and trials of matters assigned by the head of the ICD. Oversight management of the circuit. Providing leadership to the JLOS Regional Case management Committee (RCC) that examines challenges and devises innovative processes for effective case management and generally, promoting case management innovations of the judiciary

at the circuit, such as plea bargaining, mediation and small claims procedure, as well as holding public sensitization barazas in the circuit.

August 2014 – April 2016: Senior Principal State Attorney, Directorate of Public Prosecutions, Kampala

13 December 2007 – August 2014: Principal State Attorney, Directorate of Public Prosecutions, Kampala

23 July 2003 – 12 December 2007: Senior State Attorney, Directorate of Public Prosecutions, Kampala

30 March 2003 – 22 July 2003: State Attorney (upon Confirmation in appointment), Directorate of Public Prosecutions, Kampala

21 June 1999 – 18 March 2003: Pupil State Attorney, Directorate of Public Prosecutions, Kampala

1997-1998: Consular Assistant, American Embassy, Kampala

1995-1996: Researcher/Programme Officer, Forum for Women in Democracy, Kampala

1994-1995: Legal Assistant Ochienghs-Wellborn & Co. Advocates, Tororo

1990-1993: Intern (during university vacations), Ochienghs-Wellborn & Co. Advocates, Tororo

Special assignments

2016 – TO DATE: Associate Judge of the ICD

Conducted the Pre-trial hearing in *Uganda Versus Thomas Latoni Kwoyelo*, rendering rulings permitting for the first time in Uganda's legal dispensation for victims to participate as parties in trials and for charges to be framed. She is pre-trial judge and panel judge in other matters scheduled for hearing soon.

2015-2016: Lead Prosecutor, Uganda Vs Hussein Hassan Agade and others, (CRIMINAL SESSION CASE No. 0001 OF 2010 (Arising from Nakawa Chief Magistrate's Court Crim. Case No. 574 of 2010) – The KAMPALA 2010 BOMBINGS CASE

Worked with a team of investigators, including the FBI, Uganda Police, Kenya Police and Tanzania Police, as well as prosecutors, leading to the conviction of 8 out of the 13 accused persons for terrorism and related offences and their sentencing to life imprisonment and lesser sentences.

2011-2016: Head, Department of Gender, Children and Sexual Offences, Directorate of Public Prosecutions, Kampala

Worked with a team of prosecutors and the DPP Planning Unit and the support of the DPP Top Management, to make a case to the relevant Government Ministries for the elevation of the Gender, Children and Sexual Offences Desk to the Department of Gender, Children and Sexual Offences. Worked with UNICEF and Pro Initiatives Agency to develop a Handbook for the Directorate of Public Prosecutions on *Prosecuting child-related and SGBV cases in Uganda*. Organized training workshops to disseminate the said Handbook to prosecutors, judicial officers and other relevant stakeholders. Coordinated the handling and prosecution of Gender Based Violence and Child related cases country-wide, in addition to supporting, supervising and monitoring the activities of the new Department. Reviewed decisions of prosecutors handling GBV and child related cases sent to the Director of Public Prosecutions and rendered guidance to investigators and prosecutors on the effective investigation and prosecution of Gender Based Violence and child related cases countrywide. Drafted pleadings, conducted research and reported to the Director of Public Prosecutions on a monthly basis.

2014: Lead Prosecutor, Uganda Vs Jacqueline Uwera Nsenga, (CRIMINAL SESSION CASE NO. 0312 OF 2013), MURDER

Worked with a team of investigators and prosecutors, leading to the conviction and sentencing of Ms. Nsenga to imprisonment for 20 years for the murder of her husband.

2012: Lead Prosecutor, Uganda Vs Kato Kajubi Godfrey (CRIMINAL. SESSION CASE NO. 16 OF 2009) MURDER

Worked with a team of investigators and prosecutors, leading to the conviction and sentencing of Mr. Kato Kajubi to imprisonment for life for the heinous ritual murder of a child.

2013-2016: DPP Member and Chairperson, Access to Justice for Children and Youth, Uganda National Working Group

Worked together with members of the Uganda Law Society (ULS) National Working Group, the Law Society of Kenya National Working Group and the Tanganyika Law Society National Working Group, supported by the Canadian Bar Association, to design and implement activities to strengthen the capacity of key stakeholders in implementing a Child Friendly Justice system for Uganda and to make proposals for the adoption and effective implementation of a comprehensive child friendly justice system by all duty bearers in East Africa. Provided leadership in the development of a *Training of Trainers Manual for Duty Bearers within the Uganda Child Justice System* and in the subsequent training workshops for duty bearers.

2015 – 2016: Chairperson, Justice for Children Steering Committee, under the Justice for Children Programme of JLOS, Kampala

Worked together with other members of the Justice for Children Steering Committee, established under the Justice for Children Program (J4C) of JLOS and with the support of UNICEF, to build the capacities of the District Case Management Committees (DCCs) in the seven districts of Acholi (Northern Region), five districts of the East and North Eastern Region, two districts in Central Uganda and the two districts of the Western Region and advocating for justice for all children in contact with the law, through institutional reforms, improvements in legislation/policy and targeted support to key institutions within and outside the sector. For instance, during her tenure, UNICEF agreed to and installed Audio-Visual links in eight circuits of the High court.

2011 – 2014: Secretary, Justice for Children Steering Committee, under the Justice for Children Programme of JLOS, Kampala.

2011: Head, Electoral Offences Investigations and Prosecutions Task Force

Supervised and monitored the investigation and prosecution of election violence cases country-wide. Responded to complaints made to the DPP on election offences. Reviewed election cases submitted to the DPP and gave guidance to investigators and prosecutors regarding the effective investigation and prosecution of election offences. Drafted pleadings, supervised the prosecution of election cases and made reports to the DPP.

January 2007 – December 2010: Resident State Attorney – DPP's Office, Mbarara

January 2004 – December 2006: Resident State Attorney, DPP's Office, Masaka

August 2001 – December 2003: Resident State Attorney, DPP's Office, Iganga

January 2000 – July 2001: Resident State Attorney

Supervised State Attorneys, State Prosecutors and Support Staff in the Offices of the Resident State Attorney of Tororo, Iganga, Masaka and Mbarara. Promoted the effective and efficient handling of investigations and the prosecution of criminal cases in the Districts of Tororo, Pallisa, Busia, Iganga, Bugiri, Mayuge, Masaka, Sembabule, Rakai, Mbarara, Isingiro, Kiruhura and Ibanda. Handled and prosecuted cases in the High Court and the subordinate courts. Handled Appeals in the Court of Appeal and the High Court. Handled public complaints. Coordinated and cooperated with sister criminal justice agencies for better service delivery. Conducted legal research. Drafted pleadings. Coached and mentored staff. Made monthly prosecution and accountability reports to the Director of Public Prosecutions.

1997-1998: Consular Assistant, US Embassy, Kampala

Provided consular assistance and advice to American and Ugandan Citizens on consular matters. Conducted routine administrative tasks such as processing passports for US citizens and travel visas for non-citizens. Acted as liaison between the embassy, Ugandan

law enforcement agencies and the Ministry of Foreign Affairs. Maintained consular records. Reported to the Consular officer.

1995-1996: Researcher/Programme Officer, Forum for Women in Democracy, Kampala

Provided research support for women Parliamentarians on specific issues related to promoting gender mainstreaming and equality in their work as well as designed and executed countrywide capacity building programmes for women in political office at the local governments and national levels.

1994-1995: Legal Assistant, Ochienghs-Wellborn & Co. Advocates, Tororo

Interviewed clients and prepared case summaries, drafting pleadings, summons and hearing notices as well and ensured that the same are filed and served upon the opposite party. Maintained case files and other relevant records while keeping clients informed at all stages and communicating case progress. Conducted legal research.

1990-1993: Intern (During long university vacations)

Interviewed clients and prepared case summaries. Accompanied the senior partner to court to take courtroom notes and update his diary. Conducted legal research for the senior partner on pertinent issues assigned and discussing with him my legal opinions.

Academic qualifications

- 1993 - 1994: Law Development centre, Kampala, Diploma in Legal Practice
- 1990 - 1993: Makerere University Kampala, Bachelor of Laws degree (Second Class with Honours Lower Division)
- Research Paper: A Dissertation on “The impact of female circumcision on Women’s Health and Status; A case study of the Sabiny of Kapchorwa” – 1993.
- 1988 - 1990: Ngora High School, Kumi, Uganda Advanced Certificate of Education
- 1983 – 1987: Sebei College Tegeres & Tororo Girls’ School, Uganda Certificate of Education

Professional qualifications

- August 2019: International Committee of the Red Cross and the Judicial Training Institute (JTI) – Judicial Officers Seminar on International Humanitarian Law
- July 2019: Regional Training Facility on Prevention and Suppression of Sexual and Gender Based Violence in the Great Lakes Region (RTF) and Maastricht School of Management (MSM) – Training of Judicial and Prosecution Trainers in Managing Sexual and Gender Based Violence
- June 2019: Maastricht School of Management – Introduction to Research Method Skills
- 26th June 2019: Pepperdine Law and The Judiciary of Uganda – 5th Annual Plea Bargain Conference, 8 hours hands on Training on Plea Bargaining
- June 2018: World Bank Group – Train-the-Trainer Workshop on Combating the Financing of Terrorism (CFT) Investigative Techniques
- April 2018: United States Department of State Bureau for International Narcotics and Law Enforcement – Executive Policy and development Symposium at the International Law Enforcement Academy, Roswell
- April 2018: United States Department of State Bureau for International Narcotics and Law Enforcement – Countering Violent Extremism and Crisis Leadership Forum at the International Law Enforcement Academy, Roswell
- March 2018: The Finance, Competitiveness and Innovation Global Practice of the World Bank Group – Advanced CFT Investigative Techniques Course

- February-March 2018: United States Department of State Bureau of Educational and Cultural Affairs – International Visitor Leadership Project (IVLP) Exchange Program titled ‘U.S. Judicial System’
- January 2018: The Judiciary of Uganda – Mediation Training
- June 2017: World Bank Group – Basic Countering CFT Investigative Techniques Training Workshop
- May 2017: REDRESS, Avocats Sans Frontieres (ASF) and the International Crimes Division of the High Court (ICD) – Victim and Witness Protection Workshop
- May 2017: The International Center for Transitional Justice (ICTJ) and ASF – Training on Prosecuting Sexual Gender Based Violence Crimes
- April 2017: Judicial Institute for Africa (JIFA) – Core Skills Course for Newly Appointed Judges
- November 2016: The International Institute for Justice and the Rule of Law – Good Practices for the Adjudication of Terrorism Offences in the Horn of Africa Region
- September 2016: RTF and the British High Commission – Documentation and Investigation of Sexual Violence Cases in Conflict
- June 2016: Straus Institute for Dispute Resolution, Pepperdine University School of Law – 40 hours of training in Mediating the Litigated Case
- July 2015: Eastern Africa Police Chiefs Cooperation Organization (EAPCCO) and The Institute for Security Studies (ISS) – Counter Terrorism Training Course
- December 2009: United States Department of Justice, Millennium Challenge Corporation and USAID funded Anti-Corruption Threshold Project (ACT) – Trial Advocacy Train the Trainers Workshop
- July 2009: Regional Centre for Quality of Health Care and Makerere University School of Public Health – Training of Trainers Workshop in Improving Health Care and Access to Justice for Survivors of Sexual and Gender Based Violence.
- November 2008: United States Department of Justice, Millennium Challenge Corporation and USAID funded Anti-Corruption Threshold Project (ACT) – Criminal Trial Advocacy Training Course
- October-November 2005: National Environment Management Authority (NEMA) and United Nations Environment Programme (UNEP) – Legislative Drafting in Environment Law.
- September 2004: United Nations Office on Drugs and Crime (UNODC) and Law Development Centre – Regional Training Course for Investigators and Prosecutors under the project “Judicial System Training in Drug Related Casework In Eastern and Southern Africa”.
- December 2003: The Danish Institute for Human Rights, the Directorate of Public Prosecutions and DANIDA - A Training Course on Juvenile Justice.
- November 2003: Uganda Management Institute (UMI) – Management Training
- May 2003: United States Department of Treasury – a Seminar on Financial Crimes and Money Laundering.
- October 2001: RIPA International, London – Seminar for Women Managers
- August 2001: The British Council, Department for International Development (DFID) and the Directorate of Public Prosecutions – Investigation and Prosecution of drugs related crimes
- January and April 2000: Crown Agents (UK) – Combating Economic Crimes

Awards

- September 2017: International Association of Prosecutors, Beijing China – Prosecutor of the Year (In recognition of an outstanding performance domestically and internationally in the fight against terrorism by leading a team who performed the first successfully prosecuted terrorism case in Africa)
- May 2017: U.S. Department of Justice Federal Bureau of Investigations, Certificate of Appreciation (For outstanding assistance in a joint investigative effort)
- February 2009: United States Department of Justice office of Overseas Prosecutorial Development, Assistance and Training, Certificate of Recognition (for accomplishments and Contributions as an Instructor in the Trial Advocacy Training at Uganda Management Institute)
- 1993: Makerere University and the Students’ Guild, Certificate of Merit (For Distinguished and Invaluable Service to the University as Guild Vice President)

Key competencies

Leadership skills include: Team leading, coaching & mentoring, counseling, and communication, consultative and listening skills, organizing, advocacy and negotiation skills.

Management skills include: Program documentation and reporting; resource mobilization strategic thinking; forecasting, impact assessment & monitoring and evaluation.

Organizational development skills include: Strategic planning & change management as well as performance management.

Gender analysis skills include: An appreciation of the principles and elements of Gender Analysis, ability to apply gender sensitive analyses and approaches as well as to develop gender mainstreaming strategies and tools and to provide oversight of gender mainstreaming activities.

Interpersonal skills include: Public speaking & public relations, mediation and team building.

Languages

English	Excellent
Ateso	Excellent (speaking, reading)
Swahili	Fair (speaking, reading)
Luganda	Fair (speaking, reading)
Luo	Good (speaking, reading)

D. Richard Roy (Canada)

[Original : English]

1. Letter of motivation

30 October 2019

Dear Committee members,

By the present, I submit my candidacy for the position of Prosecutor of the International Criminal Court, posted on August 2nd 2019 by the Assembly of States Parties.

Statement outlining the reasons and motivation for the application

I have been a prosecutor for nearly 30 years. I have dedicated myself to the investigations and prosecutions of complex cases, including crimes against humanity, war crimes and genocide.

All of my career I have served the cause of Justice with the firm belief that peace, safety and the development of societies can only be achieved through enforcement of the rule of law by dedicated investigative and prosecution agencies who use their powers with independence, impartiality, objectivity, excellence, efficiency, fairness and respect towards victims and defendants.

The fight to end impunity is a global one, it requires cooperation from individuals and entities of different legal cultures who come together to work for a common goal.

I share the values of dedication, integrity and respect of the Office of the Prosecutor (OTP). These principles have guided my personal and professional life throughout my three decades of public service.

I believe in the mission of the OTP. It would be an honour and privilege to lead it and to serve the cause of international justice and the fight to end impunity for those responsible for: genocide, war crimes, crimes against humanity and the crime of aggression.

Summary of relevant experience

I hold a bachelor's degree in Law from the University of Montreal. I have practiced law exclusively as a public prosecutor. I have given lectures in Canada and abroad on criminal law and procedure for the past 20 years.

I am eligible to be appointed to Superior Court or any other federal judicial appointment in Canada. I have litigated Jury trials, Judge alone trials and Appeals. Being a member of the Quebec Bar, I operate both in Common Law and Civil Law systems.

I am Senior General Counsel for the Public Prosecution Service of Canada (PPSC). I litigate the most important and complex cases of my organization. I have prosecuted complex cases of organised crime, economic crimes, and terrorism offences. Many of these cases were international in nature allowing me to work closely not only with our national police force but also with foreign ones. I presently lead the prosecution against a major Canadian corporation for international fraud and corruption relative to 10 years of business in Libya during the Gadhafi regime. This case is one example of a track record of independence, impartiality and commitment to enforcing the rule of law, and upholding justice and accountability. I also give legal advice to the Director of public prosecutions, and her deputies, operationally and policy wise.

As a prosecutor, my most significant contribution was the case against *Desire Munyaneza*. It led to a conviction under the *Crimes against Humanity and War Crimes Act* of Canada for the crimes of: genocide, crimes against humanity and war crimes as a result of his

participation in the genocide in Rwanda. It is the only successful prosecution for war crimes in the history of Canada.

This prosecution was a challenge. I built a team to study and prosecute the case. I acquired in-depth knowledge of International Humanitarian Law and learned about the culture, history and politics of a country where I had never gone. I had to adapt to a context that was totally novel to me.

I traveled to Rwanda with investigators and my co-counsel to meet 30 victims and witnesses. We got the support of national authorities to meet them and arrange for their travel to Canada. I learned the importance of listening to witnesses and victims, and pay attention to their security and well-being. It also forced me to challenge my own preconceptions of the case and of the evidence. Understanding the context in which he or she provides testimony allowed me to understand the value and strength (or weakness) of the evidence the witness provided. In short, I gained practical experience, and understanding, of the challenges of prosecuting war crimes internationally.

This was done in complete respect to the right to a fair trial of the defendant. The defendant's counsel in his final submissions thanked us for our cooperation.

The trial was concluded in 19 months. It was a result of a planned prosecution focused on identifying the legal and practical problems and proposing solutions that allowed for an efficient and fair trial for the victims, the witnesses and the defendant. I would apply the lessons learned in that prosecution to my work as the Prosecutor of the ICC.

I have given lectures in Canada and abroad on topics such as the management of complex trials, the respect of human rights in investigations and prosecutions, digital and electronic evidence and trials for war crimes in Canada. These lectures have broadened my view of law enforcement internationally, and highlight my commitment to effective international cooperation in the application of criminal law.

I have lead teams of prosecutors in all of my cases for the past ten years. I was team leader to a group of prosecutors of the PPSC. I was an attentive, respectful and dedicated leader that supported his team, and that strove it towards excellence while making sure that their work was in line with the directives and goals of the organization.

In his Judgement in the *Munyaneza* case, the trial Judge, underscored the remarkable work of myself and the other attorneys in the case. He wrote that through our ethical sense, the intelligence of our words and the respect we showed, we contributed to ensuring that the trial retained a human face. In doing so, he stated, we assisted the Court, served justice and provided an example of what is most noble about the profession of attorney.²

I have shown these qualities throughout my career. It would be an honour and privilege to put them to the service of the Office of the Prosecutor of the International Criminal Court.

In the hope that this letter has conveyed to you all of the motivation I have in presenting my candidacy, I remain available to provide any such further information you may require.

Me Richard Roy

Senior General Counsel

Public Prosecution Service of Canada

² *R. v. Munyaneza*, 2009 QCCS 2201 (CanLii) at paragraphs 30 to 32.

2. Curriculum vitae

Personal information

Gender: Male

Marital status: Married and father of a 23-year-old daughter and a 18-year-old son

Nationality: Canadian

Date of birth: August 6th, 1965

Professional foreign travel: U.S.A., Mexico, Colombia, Dominican Republic, The Bahamas, Spain, Belgium, Peru, Saint-Lucia, U.K., Rwanda, France, Tanzania, Argentina, Chile and the Netherlands

Qualifications

- Strong experience as a prosecutor in cases relative to long and complicated investigations against organised crime, crimes of sexual nature, proceeds of crime and money laundering, national and international corruption, economic crimes, crimes against humanity, war crimes and genocide.
- Deep knowledge of criminal law and its practice and procedures resulting from 29 years of practice as a prosecutor.
- Experience in supervising, managing and leading prosecution teams.
- Capable of working under pressure in a team environment with co-counsel as well as with law enforcement officials.
- Trilingual: French, English and Spanish. He also speaks and reads Italian.
- Security clearing of Top Secret in Canada.

Education

1985–1988: Université de Montréal, Montreal (Quebec), Canada

- Bachelor's degree in law

Professional memberships

Member of the Quebec Bar since 1989

Member of the Ontario Bar since 2011

Member of the International Association of Prosecutors since 2008

Professional experience

Public Prosecution Service of Canada, Montreal (Quebec), Canada: 2010- today

- Senior General Counsel;
- Legal Advisor to the Director of Public Prosecutions and her deputies on legal questions of national interest;
- Responsible for litigating the most important and complex cases receiving media attention before the Courts all over Canada;
- Prosecutor for international corruption crimes, economic crimes, and terrorism offences.

Public Prosecution Service of Canada, Montreal (Quebec), Canada: 2008-2010

- General Counsel;
- Responsible for litigating the most important and complex cases receiving media attention before the Courts in the province of Quebec;
- Legal advisor to the Regional Director of the Public Prosecutions Service of Canada;
- Prosecutor for crimes against humanity, war crimes and genocide.

Public Prosecution Service of Canada, Montreal (Quebec), Canada: 2001-2008

- Team Leader and Senior Counsel;
- Supervisor of a team of prosecutors responsible for cases against organised crime;

- Responsible managing the team which included: assignment of cases; organising workload and environment; authorising leave and drafting annual performance reviews. Furthermore he was responsible for ensuring that prosecutors needs in training, tools and working conditions were satisfied. He acted as mentor and support more particularly for younger prosecutors on his team;
- Prosecutor in major and complex cases against organised crime;
- Expert legal counsel on the law as it pertains to electronic surveillance.

Federal Prosecution Service (Justice Canada), Montreal (Quebec), Canada: 1995-2001

- Prosecutor;
- Lead prosecutor in cases against organised crime including: drug trafficking and importation, money laundering, proceeds of crime, extradition, customs and excise crimes and assistance in criminal matters with foreign countries.

Rogatory Commission in Colombia, Bogota, Colombia: 1997

- Nominated by the Superior Court of Quebec as Commissioner.
- Presided over the proceedings of a Rogatory Commission from Canada in Colombia.

Office of the Attorney General of the province of Quebec, Joliette (Quebec), Canada: 1990-1995

- Prosecutor;
- Lead prosecutor in numerous cases concerning Canadian Criminal Code offences, drug trafficking at a local level and offences against provincial Statutes.
- Prosecuted more specifically many trials concerning charges of sexual assault crimes as well as a murder trial.

Office of the Attorney General of the province of Quebec, Montreal (Quebec), Canada: 1989

- Articling law student
- Prosecutor in cases concerning Canadian Criminal Code offences.

Office of the Attorney General of the province of Quebec (Youth Court Section), Montreal (Quebec), Canada: 1988

- University law student
- Observed, learned and participated in the work of a criminal prosecutor's office responsible for prosecutions of young offenders

Professional activities

Advisory Committee in Criminal Law, Quebec Bar Association: 2018-today

Access to the profession Committee, Quebec Bar Association: 2016-today

International exposure Committee, Montreal Bar Association: 2012-2016

International Assistance Group (Justice Canada), Ottawa: 2019

- Lecturer – Admissibility of Electronic Evidence gathered abroad in Canadian Trials for Terrorism Offences

National Judicial Institute, Ottawa: 2018

- Lecturer – Garofoli and O'Connor Application in Trials for Terrorism Offences

Public Prosecution Service of Canada, Montreal: 2017

- Lecturer – The Fight Against International Corruption: The Canadian Experience

Public Prosecution Service of Canada, Montreal: 2015

- Lecturer – Abuse of Procedure and Entrapment

Public Prosecution Service of Canada, Montreal: 2014

- Lecturer – Annual review of important Supreme Court of Canada cases

Young Bar Association of Montreal, Montreal: 2014

- Lecturer – Abuse of Procedure and Entrapment

Advanced School for prosecutors, Ottawa: 2005-2013

- Lecturer – Electronic Surveillance, Management of Complex Trials

Office of federal Prosecutors of Brazil, Sao Paulo: 2011

- Lecturer – Management of Complex Trials in an Adversarial System

United Nations Office against Drugs and Crime, Jamaica: 2011

- Lecturer – Cross Border Cooperation in Investigation and Prosecution of Terrorism Offences

Southern States of Mexico, Merida: 2010

- Lecturer – The Role of the Prosecutor in an Adversarial System

Office of prosecutors of the Southern States of Mexico, Campeche: 2010

- Teacher – Advocacy Training in an Adversarial System

Superior School of War of the Armed Forces of Colombia, Bogota: 2010

- Lecturer – Respecting Human Rights in the Fight against Organised Crime

Royal Canadian Mounted Police, Ottawa: 2009

- Lecturer – The Law of Electronic Surveillance

Justice Studies Center of the Americas, Chile: 2009

- Lecturer – Admissibility of Evidence in Canadian Law

Annual Conference of Argentina's Prosecutors, Buenos Aires: 2009

- Lecturer – Managing Mega Trials

Ministry of the Attorney General of Ontario, Toronto: 2009

- Lecturer – Solicitor Client Privilege and Informer Privilege

Criminology Society of Quebec: 2009

- Lecturer – Trials for Crimes Against Humanity, War Crimes and Genocide in Canada

Attorney General of Colombia, Bogota: 2008

- Lecturer – Managing Mega Trials

Royal Canadian Mounted Police, Montreal: 2003-2007

- Teacher – Principles of disclosure in Canadian Law

Commonwealth Secretariat, London, U.K.: 2007

- Legal advisor as an expert in electronic surveillance law

Quebec Court Judges training sessions, Montreal: 2004

- Lecturer – Recent Developments regarding K.G.B. Statements

Royal Canadian Mounted Police, Laval: 2004

- Teacher – Testifying in a Court of Law

Canadian Bar Association, Montreal: 2003

- Lecturer – Recent Developments regarding K.G.B. Statements

Conference between federal prosecutors of Canada and the USA, National Advocacy Centre, South Carolina: 2000

- Lecturer – Disclosure in Canadian Law

Montreal Defence Lawyer Association Conference, Montreal: 2000

- Lecturer – Recent Development In Disclosure Law

Publications

- Richard Roy & Robert Benoit, DÉVELOPPEMENTS RÉCENTS EN MATIÈRE DE DIVULGATION DE LA PREUVE, Canadian Criminal Law Review, (2001) 6 CAN. CRIM. L.R.125-253

Community Service

Omnium Prestige Charles Bruneau-Fondation Charles Bruneau (Terrebonne): 2018

- Participated in a fundraiser by providing testimony as a parent of a child diagnosed with cancer.

Jo's climb for neurosurgery (Saint-Hilaire): 2017-2018

- Organised a fundraiser for a children hospital that raised more than \$39,000 pediatric neurosurgery.

École Rabeau (Marie Victorin School Board) (Saint-Lambert): 2009-2013

- Member of the Administration Board of a primary school.

Parents Committee (Marie Victorin School Board) (Longueuil): 2009-2013

- Member of Parents Committee for a school board.

Saint-Lambert Minor Hockey Association (Saint-Lambert): 2009-2010

- Assistant trainer of a hockey team.

C.P.E du Complexe Guy-Favreau (Montreal, Quebec, Canada) : 1997-2001

- President and member of the Administration Board of a day care center.

Computer skills

- Presently working in a Microsoft Windows VP Professional environment.
