

# Von Hebel, Herman (Netherlands)

(Original: English)

## Relevant work experience

### 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.

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