

**UNAKRT**

United Nations Assistance to the Khmer Rouge Trials

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| Vacancy number: | VA/OCP/2019/18 |
| Assignment Title: | Legal Consultant x (3) Three |
| Office: | Office of the Co-Prosecutors |
| Contract Type: | Individual Contractor (IC) |
| Location: | Phnom Penh, Cambodia |
| Starting Date: (Date when the selected candidate is expected to start) | 16 March 2020 |
| Duration of Initial contract: | 5 months |
| Remuneration: | USD 5,000 per month |
| Date Issued: | 20 December 2019 |
| Application deadline: | 3 January 2020 |

ANNOUNCEMENT FOR INTERNATIONAL LEGAL CONSULTANT

GENERAL BACKGROUND:

Under the applicable law, and in accordance with the terms of the Agreement between the United Nations and the Royal Government of Cambodia, the Extraordinary Chambers in the Courts of Cambodia (ECCC) has jurisdiction to try senior leaders and those who were most responsible for the crimes and serious violations of Cambodian penal law, international humanitarian law and custom, and international conventions recognized by Cambodia, during the period of the Khmer Rouge regime from 17 April 1975 to 6 January 1979.

While the ECCC is established as a national Court, the Royal Government of Cambodia sought the technical assistance of the United Nations in operating the court. In Resolution A/57/228 and A/57/228B, the General Assembly approved the involvement of the United Nations and endorsed the agreement outlining the arrangements between the two parties. The United Nations Assistance to the Khmer Rouge Trials (UNAKRT) was established in 2005 to provide on-going technical, operational and logistical support to the Royal Government of Cambodia in all aspect of the Court's operations.

OBJECTIVE:

The objective of the work will be to assist the Office of the Co-Prosecutors to effectively participate in the appeal briefing processes before the Supreme Court Chamber at the ECCC.

SCOPE OF WORK:

Under the direct supervision of the International Deputy Co-Prosecutor and the overall supervision of the International Co-Prosecutor, to assist the Office in its appellate litigation, the Legal Consultant will carry out the following responsibilities:

1. Drafting of appeal briefs (responses and replies) and other procedural motions;
2. Researching and analysing relevant law and facts;
3. Conducting legal research on a diverse range of assigned issues in international criminal law using multiple research sources; selects relevant material, analyzes information and presents findings for internal review;
4. Assisting Legal Officers in the review of legal pleadings; identifies important issues, similarities and inconsistencies; and
5. Performing other duties, as required by the Office.



Results Expected: Good legal research and fact analysis provided in a clear, concise and objective form in order to facilitate decision-making. Deliver well-reasoned and clearly written sections of appeal responses, replies and other procedural motions. Apply all appropriate policies, guidelines, procedures and processes. Interact effectively and harmoniously with colleagues and concerned parties.

EXPECTED OUTPUTS AND DELIVERABLES:

| Deliverables/Output | Target due date | Review and Approvals Required |
|---|------------------------|--------------------------------------|
| Draft Sections and Sub-Sections of Appeal Responses, Replies and Other Procedural Motions | 14 August 2020 | Int. Deputy Co-Prosecutor |
| Legal Research and Fact Analysis Memorandums | 14 August 2020 | Int. Deputy Co-Prosecutor |

COMPETENCIES:

Professionalism: Good understanding of the historical and contemporary Cambodian context; Good knowledge of international criminal law, procedures and instruments particularly those related to the ECCC; Strong legal and factual analytical skills; Experience in applying legal expertise to analyse a diverse range of legal issues and problems; Sound judgment in dealing with sensitive and complex legal issues; Strong legal drafting skills, particularly in appellate proceedings and ability to pay attention to details; Ability to work effectively and constructively in teams; Conscientious and efficient in meeting commitments, observing deadlines and achieving results; Is motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work; Ability to work under stressful conditions and time constraint; Ability to work in a non-discriminatory manner, with respect for diversity; Ability to keep strict standards of confidentiality and security; Professional integrity.

Planning and Organizing: Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; Adjusts priorities as required; Allocates appropriate amount of time and resources for completing work; Foresees risks and allows for contingencies when planning; Monitors and adjusts plans and actions as necessary; Uses time efficiently.

Accountability: Takes ownership of all responsibilities and honors commitments; Delivers outputs for which one has responsibility within prescribed time, cost and quality standards; Operates in compliance with organizational regulations and rules; Supports subordinates, provides oversight and takes responsibility for delegated assignments; Takes personal responsibility for her/his own shortcomings and those of the work unit, where applicable.

QUALIFICATIONS:

Education: Advanced university degree (Masters or equivalent) in law (preferably with specialization in criminal law, international law, international humanitarian law or human rights law). A first level university degree in a related field with a relevant combination of academic qualifications and two years additional work experience may be accepted in lieu of the advanced degree in law.



Work Experience: At least two years of relevant professional experience is required. Prior experience with an international or hybrid criminal tribunal is desirable. Sound knowledge of the functioning of international tribunals and the activities of a prosecution office would be an asset.

Language: The official languages of the ECCC are English, French and Khmer. For this post, fluency in written English is required. Working proficiency in French is a key asset. Knowledge of Khmer is also an asset.

Other Desirable Skills: Knowledge of the historical background of the Khmer Rouge Regime as well as the ECCC investigations would be an asset. Knowledge of criminal case analysis software, such as Case Map and ZyLab, would also be considered an asset.

Criteria for evaluation of the level of technical compliance of an applicant:

| Technical Evaluation Criteria | Obtainable Score |
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| Advanced university degree (Masters or equivalent) in law (preferably with specialization in criminal law, international law, international humanitarian law or human rights law). A first level university degree in a related field with a relevant combination of academic qualifications and two years additional work experience may be accepted in lieu of the advanced degree in law. | 10 |
| At least two years of relevant professional experience. Experience of criminal law practice in a domestic system and/or in an international criminal tribunal. Sound knowledge of the functioning of international tribunals and the activities of a prosecution office. | 10 |
| Demonstrated knowledge of the substantive law applicable at the ECCC. | 10 |
| Demonstrated knowledge of the historical background of Democratic Kampuchea Regime and of the publicly available information on the cases under investigation. | 20 |
| Demonstrated experience in legal research and factual analysis in complex cases preferably regarding international crimes. | 20 |
| Demonstrated proficiency in drafting of trial and / or appellate briefs, responses and replies and other substantive pleading work involving substantive law and factual aspects preferably at an international criminal court or tribunal. | 30 |
| Total Obtainable Score | 100 |

Evaluation of qualified applicants may include a written test and/or an interview.

Submission of Application

Please address the fully completed and signed application form (P.11) in English, together with a cover letter and copies of relevant supporting documents, by e-mail to **unakrt-jobs@un.org**. The P.11 Form has to be downloaded from the UNARKT Website.

Applications received after the deadline will not be accepted.

Preference will be given to equally qualify female candidates. Due to the large volume of applications, we regret not being able to reply to everyone and will only contact the most suitable candidates for the test and/or an interview.

Special Notice

The Consultancy fees of USD5,000 per month is all inclusive. Please note that no allowance, including DSA, other than the monthly consultancy fee will be offered for this position.

This consultancy is subject to approval of budget and availability of funding.

Applications from qualified female candidates are strongly encouraged.

