

VACANCY ANNOUNCEMENT

<u>Vacancy Announcement Number:</u>	TVA/21/NO/CMS/01
<u>Functional Title and Grade:</u>	Legal Analyst, NO-C
<u>Department/Service:</u>	UNAKRT, Court Management Section
<u>Remuneration:</u>	Starting from US\$54,947 gross per annum depending on relevant background and experience
<u>Type of Appointment:</u>	Temporary Appointment (TA)
<u>Number of Position:</u>	One
<u>Duration:</u>	To start as soon as possible up to 31 December 2021, with possibility of extension, subject to the availability of funds
<u>Location:</u>	Phnom Penh, Cambodia
<u>Deadline for Applications:</u>	23 June 2021

United Nations Core Values: Integrity, Professionalism, Respect for Diversity

Org. Setting and Reporting

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.

This position is located in the Court Management Section (CMS). The incumbent will be assigned under the overall supervision of Legal Officer, Court Management Section who is responsible for coordinating judicial support services.

Responsibilities

Under the direct supervision of Legal Officer, Court Management Section, the incumbent is required to perform the following functions.



UNAKRT

United Nations Assistance to the Khmer Rouge Trials

- Handles a range of issues related to criminal (substantive, procedural and comparative) law, including the interpretation and application of constitutive, legislative and other instruments governing United Nations activities and operations, in consultation with Legal Officers and Judges.
- Conducts extensive legal research and analysis and prepare studies, comparative studies, briefs, reports and correspondence.
- Undertakes basic or extensive review of legal and evidentiary documents, instruments, or other material; identifies important issues, similarities, and inconsistencies, etc.
- Prepares or assists in the preparation of drafts of background papers, studies, reports, legislative texts and commentaries on those texts, teaching materials in the field of Cambodian law, international criminal law, and international humanitarian law.
- Reviews, advises on and draft legal motions, submissions, judicial orders or judgments.
- Assesses evidence for relevance and admissibility.
- Prepares and assesses party submissions and briefs of evidence.
- Administers programmes of legal technical assistance, including the conduct of judicial hearings and processes.
- Provides guidance to more junior staff.
- Performs other duties as assigned.

Work implies frequent interaction with the following:

- Colleagues and senior officers in legal divisions, staff at the duty station and throughout the Organization or in Criminal Tribunals
- Library and reference sources.
- Counterparts and experts in national governments, including Permanent Missions, UN common system organizations, funds and programmes, other international organizations, private entities and individuals, etc.

Results Expected: Provides sound legal services, and, in accordance with applicable legal policies, rules and practices, protects the interests of the Organization and minimizes liabilities. Provides independent, accurate and comprehensive research. Delivers carefully conceived studies, recommendations, as well as well-written legal and other documents. Contributes to deliberations and resolution of legal issues. Effectively interacts with all parties involved in any of the legal activities being performed. Assists with achieving managerial goals.

Competencies

- **Professionalism:** Knowledge of, and ability to apply, legal principles, concepts and procedures and terminology for review, examination, and processing of a range of legal documents. Knowledge of various legal research sources, including electronic, and ability to conduct research and analyze information on a wide range of legal issues. Knowledge of the civil law and/or common law legal systems and principles. Ability to interpret and apply legislative instruments, develop and present results, recommendations, and opinions clearly and concisely. Ability to draft legal papers and work under pressure. Ability to apply good legal judgment in the context of assignments given. Shows pride in work and in achievements; demonstrates professional competence and mastery of subject matter; is

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; remains calm in stressful situations. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

- **Teamwork:** Works collaboratively with colleagues to achieve organizational goals; solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings.
- **Client Orientation:** Considers all those to whom services are provided to be "clients" and seeks to see things from clients' point of view; establishes and maintains productive partnerships with clients by gaining their trust and respect; identifies clients' needs and matches them to appropriate solutions; monitors ongoing developments inside and outside the clients' environment to keep informed and anticipate problems; keeps clients informed of progress or setbacks in projects; meets timeline for delivery of products or services to client.

Education

Advanced university degree (Master's degree or equivalent), in law or international relations is required. A relevant first-level university degree in combination with two additional years of qualifying experience may be accepted in lieu of the advanced university degree.

Work Experience

A minimum of five years of progressively responsible experience in law, including legal analysis, research and writing. Experience with the work of the ECCC or Khmer Rouge subject matter is desirable.

Languages

English and French are the working languages of the United Nations Secretariat. For the post advertised, fluency in English and Khmer is required. Knowledge of French is an advantage.

Assessment Method

Qualified applicants may be evaluated through a competency-based interview and/or other assessment methods.

Special Notice

Appointment against this position is limited to the United Nations Assistance to the Khmer Rouge Trials (UNAKRT). Issuance of appointment is contingent upon availability of funds and extension of mandate.

This vacancy is open for Cambodian nationals only. Qualified women are encouraged to apply.

Appointment against this post is on a local basis; candidates shall be Cambodian nationals and will be recruited in the country or within commuting distance of the UNAKRT office. If no suitable local candidate is identified, Cambodian nationals residing elsewhere may be considered, in which case the candidate would be responsible for any costs related to travelling and relocating to Phnom Penh in the event of an employment offer.

Locally recruited General Service staff members applying for this post must meet the minimum requirements, including academic qualifications and years of relevant experience. Relevant experience in the General Service category at G-6 and G-7 levels may count towards experience requirements.

This is a temporary position and will be available from 1 July 2021 up to 31 December 2021. Any extension of appointment is subject to the mandate of UNAKRT, satisfactory performance and availability of funds.

Should a current General Service staff member be selected for this temporary position, he/she will be on a temporary assignment and may be granted a special post allowance (SPA), in accordance with ST/AI/1999/17.

The United Nations shall place no restrictions on the eligibility of men and women to participate in any capacity and under conditions of equality in its principal and subsidiary organs. (Charter of the United Nations - Chapter 3, article 8). The United Nations Secretariat is a non-smoking environment.

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HOW TO APPLY:

Candidates are requested to complete the “Personal History Form” (P.11) available on the UNAKRT Website at <http://unakrt-online.org/sites/default/files/pagedocs/p11.doc#overlay-context=content/recruitment>, and submit it, in duplicate, mentioning the job opening number, to the Personnel Section, UNAKRT, to the following email address unakrt-jobs@un.org

Applications received after the deadline will not be accepted.

Due to the high volume of applications, no letters of acknowledgment will be sent. Only candidates under serious consideration will be contacted. Only the selected candidate will be notified of the result of the competition.

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United Nations Considerations

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No Fee

THE UNITED NATIONS DOES NOT CHARGE A FEE AT ANY STAGE OF THE RECRUITMENT PROCESS (APPLICATION, INTERVIEW MEETING, PROCESSING, TRAINING OR ANY OTHER FEES). THE UNITED NATIONS DOES NOT CONCERN ITSELF WITH INFORMATION ON BANK ACCOUNTS.